

Q1 Please select all that apply to you.

Answered: 1,577 Skipped: -1

ANSWER CHOICES	RESPONSES	
I live in the Wake County Public School System attendance area.	54.22%	855
My child(ren) attend(s) Wake County Public Schools.	84.78%	1,337
I am a student in the Wake County Public Schools.	6.09%	96
I represent a household without a school-aged child.	18.14%	286
I am retired.	3.11%	49
I represent a business in the community.	7.74%	122
I hold an elected political office.	0.13%	2
I am active duty military.	0.32%	5
Total Respondents: 1,577		

Q2 If you currently have children attending the Wake County Public School System, please indicate the grade level(s).

Answered: 1,415 Skipped: 161

ANSWER CHOICES	RESPONSES	
Pre-K	3.11%	44
Elementary School	59.08%	836
Middle School	34.77%	492
High School	35.97%	509
Total Respondents: 1,415		

Q3 Please select the FIVE (5) most significant strengths of the Wake County Public School System.

Answered: 1,542 Skipped: 34

	STRENGTH 1	STRENGTH 2	STRENGTH 3	STRENGTH 4	STRENGTH 5	TOTAL	WEIGHTED AVERAGE
Supportive community	20.18% 161	17.92% 143	17.67% 141	20.55% 164	23.68% 189	798	3.10
Excellent teachers and staff	39.95% 491	20.26% 249	10.90% 134	14.65% 180	14.24% 175	1,229	2.43
Size of system	21.69% 59	18.01% 49	19.12% 52	17.28% 47	23.90% 65	272	3.04
Student achievement	13.00% 118	24.89% 226	25.77% 234	19.82% 180	16.52% 150	908	3.02
Location of system	20.69% 102	22.92% 113	21.91% 108	18.86% 93	15.62% 77	493	2.86
Available resources	15.13% 115	22.50% 171	25.79% 196	21.45% 163	15.13% 115	760	2.99
Good school facilities	11.58% 91	20.61% 162	28.63% 225	22.77% 179	16.41% 129	786	3.12
Supportive parents	15.38% 118	20.86% 160	21.77% 167	24.77% 190	17.21% 132	767	3.08
Quality of life	17.27% 105	17.76% 108	17.93% 109	22.20% 135	24.84% 151	608	3.20
Reputation of system	18.87% 114	17.05% 103	18.87% 114	19.54% 118	25.66% 155	604	3.16

Q4 Please select the FIVE most important areas of skill or expertise that the next superintendent should possess (you should only check five bullets in this section).

Answered: 1,557 Skipped: 19

	FIRST	SECOND	THIRD	FOURTH	FIFTH	TOTAL	WEIGHTED AVERAGE
Fiscal management and budgeting	12.19% 78	19.53% 125	25.78% 165	23.59% 151	18.91% 121	640	3.17
Organizational leadership	20.48% 119	18.07% 105	18.42% 107	19.97% 116	23.06% 134	581	3.07
Interpersonal and public relations skills	9.64% 43	21.08% 94	25.11% 112	24.66% 110	19.51% 87	446	3.23
Educational leadership	24.59% 193	21.40% 168	22.17% 174	17.32% 136	14.52% 114	785	2.76
Facilities management/building construction	13.90% 36	19.31% 50	23.94% 62	24.32% 63	18.53% 48	259	3.14
Curriculum development and instruction	23.75% 176	21.86% 162	22.13% 164	16.46% 122	15.79% 117	741	2.79
Communication with parents and community	28.78% 278	22.57% 218	15.01% 145	14.39% 139	19.25% 186	966	2.73
Staff relations	15.16% 67	17.42% 77	15.38% 68	23.08% 102	28.96% 128	442	3.33
Professional development	7.14% 16	14.29% 32	21.88% 49	24.11% 54	32.59% 73	224	3.61
School-based technology	6.69% 18	11.90% 32	25.65% 69	29.37% 79	26.39% 71	269	3.57
Defining system goals	16.99% 80	23.78% 112	20.17% 95	22.51% 106	16.56% 78	471	2.98
Academic standards/student assessment	33.86% 215	17.01% 108	14.02% 89	16.06% 102	19.06% 121	635	2.69
Managing a diverse staff and student body	23.19% 170	20.87% 153	19.10% 140	18.42% 135	18.42% 135	733	2.88
Staff evaluation	10.42% 25	20.42% 49	13.75% 33	25.42% 61	30.00% 72	240	3.44
Digital learning	11.27% 24	21.13% 45	26.76% 57	21.60% 46	19.25% 41	213	3.16

Q5 Please rate the following experience and qualifications according to their importance (you should check fourteen bullets in this section - one for each row):

Answered: 1,559 Skipped: 17

	MANDATORY	IMPORTANT BUT NOT MANDATORY	LESS IMPORTANT	NOT IMPORTANT	TOTAL	WEIGHTED AVERAGE
Doctorate or terminal degree	23.48% 359	54.68% 836	15.57% 238	6.28% 96	1,529	2.95
Experience as a superintendent with a proven record of success	50.29% 776	42.26% 652	6.09% 94	1.36% 21	1,543	3.41
Experience as a superintendent in a similar size system	24.97% 382	57.52% 880	14.71% 225	2.81% 43	1,530	3.05
Experience as an assistant superintendent	22.65% 347	49.22% 754	22.58% 346	5.55% 85	1,532	2.89
Experience as a principal	51.07% 786	34.70% 534	11.50% 177	2.73% 42	1,539	3.34
Experience as a classroom teacher	61.25% 947	27.75% 429	8.54% 132	2.46% 38	1,546	3.48
Experience in finance, budgets, and acquiring outside funding	51.49% 793	40.00% 616	7.34% 113	1.17% 18	1,540	3.42
Experience in human resources	26.57% 407	47.52% 728	22.72% 348	3.20% 49	1,532	2.97
Experience in instruction and curriculum development	49.22% 760	39.31% 607	9.72% 150	1.75% 27	1,544	3.36
Experience in facility management	19.97% 306	50.07% 767	25.91% 397	4.05% 62	1,532	2.86
Experience in educational technology	24.92% 383	50.75% 780	20.82% 320	3.51% 54	1,537	2.97
Experience in a similar system	24.61% 378	51.95% 798	19.99% 307	3.45% 53	1,536	2.98
Experience in North Carolina education	25.63% 395	37.18% 573	24.08% 371	13.11% 202	1,541	2.75
Other leadership experience (e.g., military, business)	14.39% 221	38.02% 584	32.03% 492	15.56% 239	1,536	2.51

Q6 Please select from the list below the FIVE most important traits you would like the next superintendent to exhibit (check only five items in this section).

Answered: 1,559 Skipped: 17

	FIRST	SECOND	THIRD	FOURTH	FIFTH	TOTAL	WEIGHTED AVERAGE
Commitment to high student achievement	50.94% 597	16.13% 189	9.81% 115	10.41% 122	12.71% 149	1,172	2.18
Commitment to technology	10.32% 42	29.24% 119	22.11% 90	17.44% 71	20.88% 85	407	3.09
Commitment to the community	16.19% 142	26.68% 234	19.38% 170	18.59% 163	19.16% 168	877	2.98
Confidence	6.70% 14	17.70% 37	28.23% 59	22.01% 46	25.36% 53	209	3.42
Enthusiasm	10.67% 48	21.78% 98	25.33% 114	22.67% 102	19.56% 88	450	3.19
Integrity	28.64% 295	22.62% 233	20.10% 207	15.92% 164	12.72% 131	1,030	2.61
Change agent	15.63% 45	20.49% 59	23.26% 67	19.10% 55	21.53% 62	288	3.10
Risk taker	7.04% 10	23.24% 33	26.06% 37	24.65% 35	19.01% 27	142	3.25
Negotiator	7.74% 12	18.06% 28	29.68% 46	19.35% 30	25.16% 39	155	3.36
Mediator	4.20% 6	11.89% 17	23.78% 34	28.67% 41	31.47% 45	143	3.71
Visionary	12.94% 80	19.42% 120	23.46% 145	26.86% 166	17.31% 107	618	3.16
Values employees	14.76% 141	20.94% 200	21.88% 209	21.99% 210	20.42% 195	955	3.12
Motivator	8.64% 49	13.58% 77	21.69% 123	28.22% 160	27.87% 158	567	3.53
Proactive	9.04% 63	14.49% 101	18.08% 126	24.82% 173	33.57% 234	697	3.59

Q7 Please rate the following characteristics according to their importance (check one rating for each item):

Answered: 1,555 Skipped: 21

	MANDATORY	IMPORTANT BUT NOT MANDATORY	LESS IMPORTANT	NOT IMPORTANT	TOTAL	WEIGHTED AVERAGE
Ability to build consensus and commitment among individuals and groups with emphasis on parental involvement	56.05% 862	39.01% 600	4.16% 64	0.78% 12	1,538	3.50
Ability to develop and maintain a mutually beneficial relationship between the business community and the school system	31.63% 484	49.08% 751	16.67% 255	2.61% 40	1,530	3.10
Able to work with legislators	55.70% 855	36.81% 565	6.19% 95	1.30% 20	1,535	3.47
Commitment to community visibility with high interest in a broad range of community groups and organizations	32.63% 498	46.00% 702	17.96% 274	3.41% 52	1,526	3.08
Inspires and motivates others	67.89% 1,040	26.83% 411	4.70% 72	0.59% 9	1,532	3.62
Inspires trust, has high levels of self-confidence and optimism, and models high standards of integrity and personal performance	83.39% 1,280	14.46% 222	1.89% 29	0.26% 4	1,535	3.81
Possesses excellent people skills and can present a positive image of the system	70.92% 1,085	24.84% 380	3.86% 59	0.39% 6	1,530	3.66
Ability to develop and communicate a vision of quality education for the future to the board, staff, and community	74.62% 1,141	22.56% 345	2.55% 39	0.26% 4	1,529	3.72
Demonstrated ability to work with the media	16.40% 252	49.19% 756	28.82% 443	5.60% 86	1,537	2.76
Effective communication skills, including speaking, listening, and writing	75.34% 1,155	22.11% 339	2.28% 35	0.26% 4	1,533	3.73
Ability to secure and promote positive student behavior conducive to student achievement/learning climate	67.43% 1,035	27.17% 417	4.95% 76	0.46% 7	1,535	3.62
Commitment to the importance of both the academic and activity programs	64.08% 983	29.14% 447	6.06% 93	0.72% 11	1,534	3.57
Demonstrated ability to enhance student performance, especially in identifying and closing or narrowing the gaps in student achievement	57.58% 881	33.33% 510	7.39% 113	1.70% 26	1,530	3.47
Demonstrated ability to integrate instructional and administrative technology	29.01% 443	50.16% 766	18.01% 275	2.82% 43	1,527	3.05
Knowledge of emerging research and best practice in the area of curriculum/instructional design and practice	44.34% 677	41.85% 639	12.05% 184	1.77% 27	1,527	3.29
Ability to delegate authority appropriately while maintaining accountability	63.56% 968	30.99% 472	4.73% 72	0.72% 11	1,523	3.57

Ability to develop both short and long-range system goals	68.22% 1,037	27.17% 413	4.28% 65	0.33% 5	1,520	3.63
Ability to identify and select building and central office administrators who are capable of advancing the system vision	58.13% 887	34.01% 519	6.68% 102	1.18% 18	1,526	3.49
Ability to lead a large organization dedicated to goals of continuous improvement	71.89% 1,097	24.90% 380	2.82% 43	0.39% 6	1,526	3.68
Experience in the management of system resources and knowledge of sound fiscal procedures	51.58% 785	41.13% 626	6.83% 104	0.46% 7	1,522	3.44
Possesses the leadership skills required to respond to the challenges presented by a diverse community	68.57% 1,043	24.98% 380	5.52% 84	0.92% 14	1,521	3.61
Recommendations and decisions are data-driven	32.37% 493	43.53% 663	20.95% 319	3.15% 48	1,523	3.05
Skilled leadership in the planning, implementation, and assessment of relevant professional development for all staff members	45.13% 685	43.41% 659	10.28% 156	1.19% 18	1,518	3.32
Strongly committed to a "student first" philosophy in all decisions	70.07% 1,070	24.23% 370	5.24% 80	0.46% 7	1,527	3.64
Successful experience in sound management practices, including appropriate participation of others in planning and decision-making	51.09% 774	42.44% 643	5.94% 90	0.53% 8	1,515	3.44
Successful experience in the selection and implementation of educational priorities consistent with the interests and needs of students, staff, board, and community	59.87% 913	34.36% 524	5.18% 79	0.59% 9	1,525	3.54
Willing to listen to input, but can make tough decisions when necessary	79.51% 1,211	17.99% 274	2.23% 34	0.26% 4	1,523	3.77

Q8 The Wake County Board of Education expressly requests and welcomes all additional comments. If you have anything that you would like to add related to the board's search for a new superintendent, please provide in the space below.

Answered: 524 Skipped: 1,052

#	RESPONSES	DATE
1	This Superintendent MUST have experien with working with diversity and ensuring that all students receive a proper education.	1/17/2018 5:02 PM
2	I was disheartened to see a lack of questions on this survey specifically related to equity, racism in schools and ending the school to prison pipeline. We need to ensure our next superintendent makes these issues a priority. The negative climate in our country currently around issues of anti black racism, Islamophobia and immigrants is sure to play out in our schools and we need leadership who will be prepared to handle any issues.	1/17/2018 3:09 PM
3	We need a superintendent that actively participates in the selection of our principals. Also, a superintendent that works closely with staff and is highly visible in our schools. Someone who is committed to every school and every student in wcpss.	1/17/2018 11:58 AM
4	The Superintendent must have a sound knowledge and understanding of the School to Prison Pipeline and how it effects African American families and students. The superintendent should be open to implementing Restorative Justice techniques which will decrease the suspension numbers of students of color.Wake County School System should implement various strategies that will reduce anti Bullying among students.	1/16/2018 10:17 PM
5	Anyone but [REDACTED]. Please. Anyone.	1/16/2018 10:16 PM
6	As community advocates, taxpayers and citizens we strongly believe in equal access,equal opportunity, and equity for all students. WE believe parents, and guardians regardless of their economic status, gender and race should receive optimum treatment when engaging the school system.	1/16/2018 10:16 PM
7	Please, please treat our teachers with respect and increase their pay to a respectable level so that they quit leaving our state!	1/16/2018 4:26 PM
8	Ability to be brave and push for reforms	1/16/2018 12:37 PM
9	There are those [REDACTED] who promote their personal agenda and those who function through fear and intimidation of employees. It is hoped that this will be noted when selecting.	1/16/2018 11:04 AM
10	He needs to have the ability to come up with a plan to be able to keep schools open when snow happens to dust our roads.	1/16/2018 10:21 AM
11	We need an individual who will bring Wake County into the 21st century. No more segregation of students based on academic performance! Teach all of our children empathy and how to work with all types of people. Our disability community is an asset! Someone who will acknowledge Wake County is too large, and funding needs to be allocated differently. This is a school district not a political arena. Teachers need to be accountable and taken care of when they perform their jobs. Not only determined by testing scores, but by relationships! Testing is not the only way to measure success. Unfortunately bad principles and teachers exist due to this current practice.	1/16/2018 10:07 AM
12	Investment in the arts not only remaining in our schools but driving student growth on personal and acedemic levels.	1/15/2018 9:47 PM
13	It would be nice if community input sessions were held in the Southeast Raleigh, Knightdale, Wendell areas	1/15/2018 8:48 PM
14	[REDACTED] would represent us very well and knows are needs.	1/15/2018 4:41 PM
15	I hope the next superintendent brings longevity and stability to the position. My children are not old enough yet to attend but hopefully the next superintendent will still be there when they are.	1/15/2018 2:40 PM

16	New superintendent must have a background in teaching and education, not just an executive from another industry	1/15/2018 1:10 PM
17	Wake County schools have the potential to be so great but lack of funding is stopping us from reaching that potential. We need a superintendent that can be a strong, effective advocate to ensure that public schools in Wake County are funded and encouraged.	1/15/2018 8:56 AM
18	Please find a candidate with ties to the local area, preferably a stakeholder (has children/grandchildren/spouse) who attends or works in wcpss. Also, candidate must be highly visible, accessible and willing to communicate frequently with the public on difficult education issues. [REDACTED] Please find an engaged, open, committed leader that will actively tackle the serious challenges in wcpss. We need a person who will validate the concerns of many and demonstrate that he/she is problem solving instead of hiding behind a desk and delegating.	1/15/2018 8:56 AM
19	The superintendent must recognize first the strengths of his staff and students, acknowledge and affirm before moving forward with change. That requires the ability to LISTEN before changing. He should have a deep understanding of curricular needs for all of our diverse students and seek to acquire resources, including personnel expertise to support those curricular needs. She must have excellent communication skills to work with ALL stakeholders in Wake County.	1/15/2018 8:17 AM
20	[REDACTED]	1/15/2018 3:50 AM
21	A strong leader that thinks before they react. Once a decision has been, it needs to be supported. I dislike the wishy-washy-ness of WCPSS.	1/14/2018 9:15 PM
22	The superintendent must be student focused first. Trust should be put in people "on the ground" working with these students to provide appropriate recommendations. The superintendent should be visible in the community and interested in what the community has to say.	1/13/2018 11:58 PM
23	Need to address the issue of too much school choice, as it seems to create some "good schools" and leaves others to appear as "less good", often based on what elective classes a school is offering. Shouldn't all the schools in the system be teaching about 80% of the same exact material, so that they're all on the same page? I know so many families that choose to run their kids all over the county to what they deem to be "better" schools because they have a couple of more interesting electives. Making sure ALL of the schools have the same (or very similar) resources should be an important goal. Need to find a way to share or spread resources to all the schools so that they all have nearly the same opportunities for success.	1/13/2018 8:12 PM
24	It is important to have someone who can best secure funding from the general assembly and the county commissioners. It is important to have someone who is committed to WCPSS's tradition of promoting diversity and equity in our schools through the magnet program, etc. It is important to have someone who understands the latest research on student and teacher learning, rather than bowing to political whims or business fads in these areas. It is important to have someone who respects teachers.	1/13/2018 9:38 AM
25	Avoid hiring from within especially from current high level district personnel. Personal agendas need to be removed with agendas focused on what's best for WCPSS. [REDACTED] Ask any administrator in the district.	1/12/2018 8:16 PM
26	Experience in and willingness to give much needed attention to AIG programs and students and an education based on cutting-edge technologies and instruction	1/12/2018 4:18 PM
27	Commitment to creatively tackle the challenges of this diverse community, in order to provide choices that level the playing field for all students in the county.	1/12/2018 9:18 AM
28	Should address bullying and shaming issues both in person and on social media with the students. Address student dress code. The student dress code should not allow for sexual influence appearance.	1/12/2018 8:33 AM
29	Promoting from within WCPSS has always proven to be the better option.	1/11/2018 3:20 PM

30	This survey sounds more like a push poll than an actual survey. There are so many caveats and what if's and otherwise considerations. I want a positive communicator who listens to and balances the needs of students, staff, and community in as effective manner as possible. Those needs can vary depending on day and situation. Confidence not arrogance; communication skills yet not telling groups just what they want to hear.	1/11/2018 11:47 AM
31	Wants to make Wake County Public Education the best!	1/11/2018 8:20 AM
32	Educating our students is first and foremost. Decide on a curriculum and stick with it. Your math program is a huge fail because you go with the wind. Changing every other year. Teach the basics. Help our children learn. Don't teach just the test. Teach them to think - to enjoy learning.	1/10/2018 12:57 PM
33	The WCPS system has become an insatiable financial beast. It NEVER has enough money, but yet, no WCPS leader ... or the BOE ... can give us A NUMBER that represents the appropriate level of funding, backed by statistical data. The next Superintendent of Schools MUST have solid finance and business skills, with the ability to effectively manage the finances of this beast.	1/10/2018 10:07 AM
34	I've working in school systems, and have seen great superintendents (ones who are qualified through experience in education and leadership) and not so great ones (those who had no prior experience in education and were not relatable). It would be wonderful to find a person committed to improving education in NC and Wake County, who has prior experience (since we are in a time of quick and enormous growth this is not the time to hire a rookie), and who is personable and likable.	1/10/2018 10:00 AM
35	It would be great to have a superintendent that has a vision for a county wide textbook in all subjects that is a STANDARD. Some teachers are fabulous about providing info, and others are simply terrible and it is unfair that a student with good information does better than a student that has a teacher that doesn't provide information adequately and the student does badly. Between my 3 kids I have seen this so many times. The kids need some kind of textbook that all teachers follow for each of the subjects. They can teach it however they like, but the kids need something tangible in their hands if they end up with a teacher that sucks at teaching. This way at least they can learn on their own through the textbook. All these individual teacher websites is a horrid system and I think it would help the achievement gap if all kids had access to the same information instead it being a matter of luck. I miss textbooks BADLY.	1/9/2018 8:32 PM
36	I think we should have more traditional teaching methods used in our schools by teachers and students. Technology has gotten staff and students lazy. Try spending \$ on books and not so much on tech. The kids are very tech savvy and m spouse, who is in the tech business, states so many graduates can't use basic materials and write properly. Technology is here, yes, but get down to basics again. It's sad when a 12th grader can't even compose a simple sentence with several errors. Teachers, too, have dropped the ball. They don't always answer emails sent by students in their accounts, they don't review the work that has to do with software and see if it is accessible or has errors in the program, they assign computer work over holidays and weekends, but are not available to answer ?s because it's their "time off " and the assignment is due on Monday, errors are often present or problems arise and they can't be fixed until the next day when the assignment is due. Get back to some basics. Teach kids how to write instead of them doing 4 self evaluations on the SAME assignment —really? What a waste of time. TEACH again	1/9/2018 6:03 PM
37	While I do think the new superintendent needs to be able to keep our school system moving forward with continued improvement I also think they need to keep the children and staff in mind first and foremost. It's easy to lose sight of that when you're striving to be the best. In order to be the best you need to focus on teachers and students because they are what ultimately will determine Wake county school systems success.	1/9/2018 5:40 PM
38	Please be sure that the candidates have classroom experience as a teacher. Military and business experience does not qualify one to lead our schools. Your best resource besides invested parents is a consistent, dedicated staff who are committed to their students.	1/9/2018 5:30 PM
39	It seems decisions are not based on what is best for students but for budgets.	1/9/2018 5:24 PM
40	They need to focus more on racial relations and transportation.	1/9/2018 5:18 PM
41	We truly need a visionary and someone who understands the new technologies available to all grade levels. This person also needs to understand that Wake County is very large and that there will be differences within the county in culture and socioeconomic levels. These must be taken into account. The person should also ensure they have experience with all levels of schooling. For example, ensure to support the High School levels and build relationships with the University systems around us. Leverage the technologies that they are using where we can.	1/9/2018 5:11 PM

42	I would love to see a superintendent willing to try new things, like a Reggio-style magnet or a Waldorf inspired magnet, something for active kids that like to build/engineer and want hands on learning. Or more Montessori.	1/9/2018 11:06 AM
43	[REDACTED]	1/9/2018 10:36 AM
44	Bring in a Superintendent that adds value to the students, staff and community. Attract candidates that are sensitive to cultural competency and that will hold students & staff accountable. An attractive candidate is an innovative and recognizes talent and capacity in their staff from support to administrator in both school based and central office staff.	1/9/2018 9:16 AM
45	Would want the superintendent to have a sense of valuing diversity as Wake County comprises a diverse intellectual population	1/9/2018 7:57 AM
46	Wake County is one of the most diverse counties in the state, and yet the vast majority of our superintendents have been white cis males. If you want the needs of the people met, please hire someone who hasn't had the chance to make decisions for the county of behalf of their subgroup. Hiring a woman or POC is exactly what this county needs to take greater steps towards overall success.	1/8/2018 12:29 PM
47	Please hire someone willing to place a critical eye on common core education and teaching students to pass tests instead of educating them in a well rounded way. Someone who puts an emphasis on being kind to one another. Someone who is not afraid of change and embraces diversity of all kinds.	1/8/2018 10:29 AM
48	As a High School student currently attending Enloe High School I feel that the school system is in need of a strong leader and someone who will fix the problems the I and many others see everyday while at school. Some of these problems include poor teaching practices and specifically teachers who do not care about the success of their students. Unfortunately I see alot of this everyday at Enloe. And it seems the be the biggest problem within the [REDACTED] department here. I believe that the next superintendent should be able to evaluate and take care of these problems effectively not just at Enloe but throughout the county.	1/8/2018 8:32 AM
49	My family would love to see a superintendent who can further the AIG program. The current program is practically nonexistent and lacks compared to other states. AIG programs have proven to be quite an asset for some children and I believe it to be a necessity. My child was in an AIG program in another state for 3 years and relished in the joy of the 45 minutes daily when he would get to be in his AIG program. What is offered on Wake County isn't even comparable to what we know is available elsewhere around the country.	1/7/2018 11:30 PM
50	WCPSS is a majority-minority school district, but we haven't had a person of color as Superintendent since 2006. Additionally, although I cannot find records before Dr. Robert Bridges in 1984, I think it's safe to assume that WCPSS has never had a female superintendent, although women have consistently occupied close to half of the student population. The person reading this right now is probably white. How do I know this? Well, it's statistics. I've worked with WCPSS, researched them, and attended school board meetings enough to know that WCPSS staff is mostly white. You're probably thinking "why does it matter that our superintendent is a person of color, or a woman, or another minority?" Well, it does. When students see themselves represented, they are more likely to succeed. And right now, the ones who need to succeed the most—the ones who need more support— are minorities. [REDACTED] [REDACTED]. Additionally, although I know this will never happen because, as I hear from you all at WCPSS all the time "we're just not there yet!", I would like to see WCPSS try to tackle their problem with contributing to the school to prison pipeline. WCPSS is one of the worst school districts in the country for students going to prison straight out of school. [REDACTED] [REDACTED] And I find it despicable how little you have done to combat this. There are multiple lawsuits against WCPSS in the US Department of Justice, but I have not once read about WCPSS's plans to help diminish their contribution to the school to prison pipeline. Get a superintendent who will actually care about students, not just the ones that look good on paper.	1/7/2018 11:07 PM
51	As a student of Carroll Magnet Middle School, I really enjoy the technology lead school idea. In fact, I'm using my school iPad right now to type this! I really think it's helps get things done fast and easy... It would be nice if Wake County got a superintendent that liked a technology based type system too! [REDACTED]	1/7/2018 9:49 PM

52	They must respect that parents HAVE to put their children first and respect that the system can't make decisions that end up making their strongest supporters and volunteers leave the system.	1/7/2018 9:48 PM
53	Needs to push that employees of Wake County School are knowledgeable about cultural diversity, this is key to helping to close the gap and to improve discipline date. If you don't understand a person's culture you don't understand why they do the things they do and you won't have the ability to reach them and understand that every action that they take is not an action of defiance. The purpose should also be strong enough to say that "diversity training is something that we are going to do" when employees start calling in to protest diversity training. The new superintendent needs to go into the areas that are not "new money" or "old money" to understand their needs as well.	1/7/2018 8:43 PM
54	Someone who can help the lower class student body of the wcpss	1/7/2018 7:43 PM
55	Consider [REDACTED]	1/7/2018 6:09 PM
56	With the population of Wake County growing at the fast pace it is now, we need someone that can confidently handle a system of this size, make and meet goals that address the challenges we face as a school system as our numbers grow and more families move here, while also maintaining student quality of life and the pursuit of academic achievements. Our growth is astounding, and as a parent, I would like to see someone that can work together with legislators, staff, teachers, parents, and the community to ensure that the students do not suffer for a lack of infrastructural planning and development.	1/7/2018 5:50 PM
57	Ability to think outside the box. If southwestern area is snowed in but the northern part of the county isn't, don't close the whole county close the area that can't get to school.	1/7/2018 5:49 PM
58	Visible in schools. [REDACTED] Students know when there is a "show" being put on as well as parents, faculty and staff.	1/7/2018 5:13 PM
59	Willingness to listen for the teachers and administrators who are with the kids everyday. They are the ones who truly know what is best for the kids.	1/7/2018 5:02 PM
60	i think that the new administrator should privatize the school system and not rely on the useless thing we call local government. Wake county's government is a stupid slow bureaucratic sloth that doesn't do anything and wastes what little money it has on the unimportant things. The library at Apex Friendship has extensive funding where the athletic teams have no money. We need an administrator that is smart enough to not be dumb	1/7/2018 3:49 PM
61	Keep art, music, and PE teachers in the elementary schools. Keep all elementary class sizes lower, not just K-3.	1/7/2018 2:23 PM
62	We need someone that thinks that poor children also deserve the equal opportunity. We need a more open opportunity for kids to go to better schools not based on the area that the lives. There are smart kids in poorly know area.	1/7/2018 1:00 AM
63	I would like to see the next superintendent be someone who comes from a best in class school district.	1/6/2018 8:10 PM
64	[REDACTED] I have high standards for who will become the next Superintendent in Wake county. Our school system needs great, positive change. NC *must* advance to a much higher level in public school education. Our children deserve much better as do our teachers. Thank you.	1/6/2018 6:29 PM
65	Technological learning is great in theory but doesn't actually help at all because it's easier to procrastinate. Please select a superintendent that isn't focused on technology. Also, too much parent involvement is annoying because I'd rather have a group of well trained teachers with degrees doing the instructing and leading than soccer moms who micromanage their child's life.	1/6/2018 2:22 PM
66	The beauty of our community is its diversity. Commitment to the inclusion of all children in our system is paramount.	1/6/2018 1:37 PM
67	Candidate must first recognize the unique culture that makes up Wake County. Once an individual is found that is "culture" knowledgeable, then other criteria can com into play; ie: transparency and communication, a leader who emphasizes equalizing the achievement gap, moving more schools into a 5 Cs Learning environment, offering more digital/virtual schools, and hiring/retaining better quality teachers among other things.	1/6/2018 12:21 PM

68	I think the new superintendent should focus on what actually works for a school. It's not ok for the school board to make decisions that will supposedly increase graduation rate but make the students who are already on track to graduate suffer. For instance, at Sanderson High School, the school board took away smart lunch because supposedly no one was using it productively. I used it every Friday for club meetings or lunch and learns. In reality, graduation rates did not increase, students became more restless because they had longer class periods, and the "smart" students had to suffer these consequences too even though they didn't do anything. I understand that the school is doing everything they can to help students, but I would appreciate them considering what I have to say.	1/6/2018 9:52 AM
69	I am also a former teacher for WCPSS 2014-2017	1/6/2018 9:48 AM
70	One that supports year round schools. These are not only beneficial to the students nd learning. But also to the business owners in th community that run year round camps- instead of just summer camps. These are important businesses in our community and important to the parents to have these options for care.	1/6/2018 9:07 AM
71	Would love to see a Superintendent who puts teachers ahead of Central Office by reducing the huge amount of unnecessary positions there rather than making cuts at the school level. Would also love a Superintendent who is willing to explore "separating" this large county into individually operating sections with Area Superintendents creating and designing the vision for their areas, which allows their area to support the overall vision of WVPSS.	1/6/2018 8:13 AM
72	As both a student and a son of a WCPSS teacher, I have heard many an argument from both sides about various different things in this great school system. On the side of being a teacher's son (at the school I attend), I have heard many arguments regarding data-driven instruction, staff development, and judgement of teachers based on test scores. Teachers should not be judged solely based on the test scores of their students. As a student myself, I have heard many complaints about teachers and students not working as hard because they "don't like" the teacher. In my opinion, these teachers normally are actually some of the BETTER ones at the school, because they find ways to allow the students to come up with their own answers, and not just be spoon-fed answers. Anyway, teachers have limited effect on how much students actually care. If students cared more about their own education, scores would go up naturally. This is NOT related to teachers in any way, shape, or form. Don't blame the teacher for something they can't fix. The decision to put early release days on the days before Thanksgiving and Winter breaks came with great fanfare to most students. I, on the other hand, realized how much my mom and all other teachers at my school would be dreading the rest of the day, because they needed to stay at school until they would normally leave, WITHOUT time to actually work on grading, due to staff development. I do recognize that sometimes, things do need to be said to teachers, and that is a convenient time to say what needs to be said, but teachers want to go home just as much as the students do. #freeWCPSSteachers I'm advocating for teachers because I hear almost every day something about a student that chooses to be a poor influence on their peers, choosing to not do their work if they are given time in class, sitting on their phones (as the teacher is not giving instructions or notes, basically, they can be on their phones during this time, but they are encouraged not to be) or asleep (definitely not encouraged). Basically, I just want to make sure that with a new superintendent, the superintendent doesn't get any ideas about how to judge his/her teachers and keeps open communication lines from Central Office to his/her schools. Communication and integrity are two of the biggest things to me and I want to be sure that a new leader has those traits along with recognizing a possible method for future improvement in student performance. Thank you for your time in listening to a student.	1/5/2018 7:41 PM
73	As a current student and hopefully future teacher of the WCPSS, I think we need a superintendent focused on students mostly. They need to realize some schools are located in areas filled with poverty. Obviously, these schools need more help and attention, while still attending to the other schools. Honestly, I'm not entirely sure everything the superintendent does/deals with but the well being of students and staff obviously need to be a priority. Possibly have an informative survey once or twice a year that gets sent out so more students, staff, and parents can take it (the only reason I found this one was because I was on Twitter, whereas more students would know about it if our teachers told us about it). Also, it might be nice if everyone was more aware of who the superintendent was. Personally, I think it would be kind of cool if the superintendent was able to annually give a speech/make some sort of appearance at the school's so they could possibly make more relationships with everyone, however this might be unreasonable considering the superintendent's schedule. Anyway, that's just my two-cents but obviously I don't know everything about the system. Hope I was some sort of help :)	1/5/2018 7:29 PM
74	They need to be able to understand the students and be able to connect with and make decisions with teachers. Giving the teachers a say and making the teachers job more appealing.	1/5/2018 7:21 PM

75	All of the above traits are important in a leader - the ones I marked as "less important" are the ones that end up delegated to others anyway. We do not need to select a person who could do all things and run all things by him or herself. We need someone who knows a little bit of everything, including knowing where they need to delegate and where they need help. We need a superintendent who can be a strong representative of WCPSS when dealing with community members, business leaders, and media. We need someone the staff and faculty will respect. Someone who has the vision to carry the system forward and the charisma to convince staff and faculty of that path.	1/5/2018 6:43 PM
76	Should not be a end of career job [REDACTED]. We need enthusiasm and motivator!	1/5/2018 5:07 PM
77	We are in the midst of a budget crisis, teachers are undervalued, and the county's growth has many schools at capacity. Godspeed on finding the right person for the job. Students first.	1/5/2018 3:13 PM
78	Wake county needs to renovate all schools and need to hire better teachers. And should give students a little bit more freedom and atleast 10 min for socializing time. I'm very disappointed with wake county	1/5/2018 2:54 PM
79	We need a superintendent who understands that teachers must be valued first, as this trickles down to the children and will increase the overall quality of education.	1/5/2018 2:45 PM
80	Being politically correct is not always right. If you believe in something strong enough then fight for it. Don't let those with agendas get in your way. God gave us instincts for a reason .. listen to them and use them. Good Luck!	1/5/2018 2:44 PM
81	Let's find someone that will teach the school district the important of learning as opposed to scoring high on assessments. Assessments and grading start far to early. The most successful school districts in the world are learned based, no scoring/assessment based. Just look at the top 10 countries in the world, they don't even start grading until high school. The obsession with assessments and scores have to stop. The kids are in school to learn and develop as humans, not to score well on poorly designed tests.	1/5/2018 2:24 PM
82	[REDACTED]	1/5/2018 1:28 PM
83	Make the school system better as a whole.	1/5/2018 1:20 PM
84	Understanding that this is a Democrat-held school district is paramount to neegotiations with the legislature, which is held in super-majority by the opposite party, but neegotiations must be made because the budget, as well as teacher pay is in shambles practically. Maybe you can't see it in HQ, but in the schools, it is prevalent to teachers and students alike. Most of my answers have been solely based on opinion, as I am a Sophomore only, but I think that this district needs to take a gamble on who they select, for the saying "Without risk there can be no reward." is applicable to entities of all sizes, as corporations the world over have proven time and time again. Well, if this district is indeed a corporation (it has a board as well as a CEO, the Superintendent) it should not be afraid to take a calculated risk where necessary. Lastly, [REDACTED], don't screw up this important decision that you were all elected to fulfill.	1/5/2018 1:04 PM
85	We need someone who recognizes and appreciates the diversity of the system at large, and who is committed to ensuring all students in Wake County have fair and equal opportunities for success.	1/5/2018 12:55 PM
86	The new superintendent must lead and fight for the district. This includes teachers, facilities and supplies. Achievement for students comes from a quality work place which I have seen a huge decline here in WCPSS and in NC in the past 10 years.	1/5/2018 12:41 PM
87	Students and communities today need to be global thinkers. A superintendent needs to have a keen ability to encourage all members of the district and greater communities to engage globally and to seek opportunities to interact with others. It's the only way to build a stronger global family.	1/5/2018 12:34 PM
88	We need someone who will value and represent the teachers and students of Wake County. And that person should be a woman.	1/5/2018 12:01 PM
89	[REDACTED] is the best choice for the job!	1/5/2018 11:46 AM
90	Do not consider [REDACTED]	1/5/2018 11:40 AM
91	You guys should hire [REDACTED]	1/5/2018 11:34 AM

92	Parents are screaming for the school system to make demands of legislators. We will not sacrifice the education of our children to be in their pockets. The class size mandate MUST be destroyed. The lack of communication about year round vs traditional occurs because parents and students are being ignored. The new superintendent MUST come in, ready to listen.	1/5/2018 11:31 AM
93	Look at [REDACTED] as an example of what I would like to see.	1/5/2018 11:25 AM
94	Someone who will make sure principles and teachers actually start doing their job. To be more involved within the schools and to improve curriculum. More aware of how schools are being run and improving it	1/5/2018 11:13 AM
95	Here are my three biggest concerns as a high school student of the current moment: 1. Why are the boilers breaking down at so many schools? I understand the weather isn't controllable but there was an unnecessary 3 hour early release at my school that has seriously dented my school schedule. 2. The snow make up days, at least for the public traditional schools, are awful ideas. For my school, we do 4 classes a semester and the semester ends on the ... like 19th? So restoring the make up days in the second semester gives second semester two extra days and first semester -2 days. I just don't understand the point. It's not like the entire school schedule and final exams will be pushed back due to these effects. 3. Wake County schools are extremely behind on technology development. I'm guessing because it's such a large county and the funds from taxes are somehow not enough, but even with the installation of many new tv screens and new laptops, the amount of old crappy computers at our school remain an issue. Malfunctioning projectors also exist here and there. Although confidence, understanding, empathy, and other skills are all important for a superintendent, let me emphasize that I don't want a 40 year old guy with traditional thoughts and undermines the importance of technology. With the malfunctioning of technology, our academic progress is strongly affected. If we were to say end up wasting 5 minutes in each class on average starting up, waiting, or fixing a projector/waiting for the slow computers to start up, after 90 days that's a lost of around 8 hours, and that's only half a semester in one class. In addition as an AP environmental science student, I've realized the amount of paper we waste. Especially in that class. This digital era should encourage classes to make more assignments typable, which for me and many of my peers is less tiring, faster, and more convenient. You can't really lose a document unless you delete it online, and the only concern would be internet speed. Of course, I understand that some households do not have access to computers, but if needed let them rent a laptop for free from the school! Not only will this reduce the amount of paper and printing needed in classes, benefiting both school funds and the environment, but also encourage students to get familiarized with what their future will be based on- technology. Of course, some classes require paper and that will be an exception... Although my comment isn't completely related to finding a superintendent, I would appreciate if my feedback gets to someone or say if the future superintendent could read this, I would greatly appreciate it.	1/5/2018 11:13 AM
96	I am student at panther creek, the students [REDACTED] at my school value the teachers very much. I have read and have been to systems that do not value the teachers. I want a superintendent to understand what the teachers may be going through at school, when a decision comes on cuts or changing the curriculum. [REDACTED] [REDACTED] I don't want future students or future teachers to not be the best that they can be due to the superintendent not understanding what is happening in the classrooms. If you have any questions on what students are looking for please email me at my student email. [REDACTED]	1/5/2018 11:10 AM
97	Make sure they care more about students than about their pay grade.	1/5/2018 10:59 AM
98	Please make sure the new superintendent has experience and is actually qualified to look and think in an educational and considerate manner.	1/5/2018 10:57 AM
99	I suggest [REDACTED]	1/5/2018 10:56 AM
100	They need to know about the traditional schedule and how it works so that when snow days happens we don't make them up because we have bank days because of how many hours we have in a chair at school	1/5/2018 10:56 AM
101	He/she should review teachers that MOST students have negative view points on as well. Someone could slip through the cracks in his/her eyes and continue to be a negligent teacher for years to come.	1/5/2018 10:53 AM

102	[REDACTED]	1/4/2018 10:47 PM
103	The superintendent needs to enable teachers to teach and there needs to be consequences when students misbehave or act inappropriately in school so that those who are wanting to learn can learn in an environment that helps them to Flourish. (Especially in the middle school and high schools) it seems that sometimes the teachers hands are tied and I know of instances where because of race or gender someone has been allowed back into the classroom even though they should have been expelled just to 'keep the peace'. What message are we sending our children if there are no consequences to their actions ? What message are we sending the children that want to learn but are prevented from excelling so no one else is left behind?	1/4/2018 10:09 PM
104	Depending on other qualifications, experience within North Carolina is not necessary for a successful candidate. It would be better to have a highly qualified candidate with related education and experience in another state than to hire a less qualified candidate from this area.	1/3/2018 5:37 PM
105	The Superintendent should not rely only on information from school principals but should be present in classrooms and the day to day real world classroom.	1/3/2018 3:09 PM
106	I hope that the new superintendent will help the county be more consistent; that being once a decision is made to do something not change its mind a year or 2 later.	1/3/2018 1:45 PM
107	Thank you giving the opportunity to provide parents inputs for this highly responsible position.	1/3/2018 11:37 AM
108	Hopefully you are working to get input from lower income families and others who might be less likely to stumble across this survey online.	1/3/2018 9:50 AM
109	As a large school system, we need a superintendent who is innovative, visible and motivating. We need a leader who can genuinely connect with all constituents in our community and be a visionary, but make sound responsible decisions that move our system forward.	1/3/2018 9:29 AM
110	Someone who will encourage n recognize students, teachers and staff members who are role models so that others will want to follow in these people's footsteps.	1/3/2018 9:01 AM
111	Someone who will listen to parents. A person who will recognize need to split up the system into more manageable parts and more attentive to needs of the community.	1/2/2018 9:03 PM
112	It is important for the superintendent to respect the role of the board of education and view the board as a partner and not just as a hurdle. [REDACTED] How do you evaluate if the principal of a school is good or not if you never ask the customers what they think. The customer care part of WCPSS needs significant improvement. This might include a whole restructuring so that there are not 85 layer of red tape to get through.	1/2/2018 3:08 PM
113	[REDACTED] I hope you are able to find someone equal to the challenges that our current NC General Assembly presents. With the NC GA questioning the integrity of our public education system, the new superintendent should be someone who can continue to demonstrate the integrity of WCPSS. Thank you and good luck!	1/2/2018 2:04 PM
114	A Christian person with fair and sound principles would be an asset.	1/2/2018 11:11 AM
115	Focus on classical education and fundamentals. Don't get caught up in latest, trendy nonsense. Children should come out of school knowing to read, write, apply math, sciences, and have a sound basis in unrevised history/civics. Leave the social engineering out.	1/1/2018 9:04 PM

116	We need a superintendent that values employees, especially school based employees with the most direct student contact. When employees feel valued, they do way more than is expected, which means employees working hard to meet / exceed the expectations of parents, students, and the community.	1/1/2018 6:44 PM
117	Raise teacher pay to keep good teachers in Wake county.	1/1/2018 12:15 PM
118	I would like someone that can be commuted to making the public schools in Wake County the best they can be, and not simply turning everything over to Charter schools.	1/1/2018 10:37 AM
119	Make Data driven decisions that are NOT political or emotional!!!	1/1/2018 9:46 AM
120	Look for a candidate that challenges educators to build a curriculum for this highly globalized and competitive world and inspires teachers and students for academic excellence.	12/31/2017 5:45 PM
121	I would like to see our new superintendent put the well being of the students first, followed by the well being of the teachers and staff next. I would like to see the legislature support the superintendent rather than making the superintendent, students and staff suffer.	12/31/2017 4:35 PM
122	It is VERY important to me that the next superintendent have a better plan when determining the county calendar. This past year, I witnessed and experienced first hand the misery of eight straight weeks of school without breaks which was experienced by BOTH the staff and students at my high school. In this light, I I believe that more breaks and early release days should be allocated to the second semester, at the expense of summer vacation if need be. The county has done a great job of making technology a priority in this past year. Now that we have achieved this goal, the superintendent should find a new goal to work towards rather than increasing focus on this same goal.	12/31/2017 12:16 PM
123	Implicit in the above, but I want a superintendent committed to evidence-based curricula and education that emphasizes facts and evidence (and not lending credence).	12/31/2017 11:23 AM
124	A leader who can work more effectively with state and local legislators to better support our public education system (this does not include supporting charter schools). Diversity is also important, either in the Superintendent itself or in his/her direct support staff.	12/31/2017 9:49 AM
125	With these challenging times from our own state we need someone with a steady hand but firm voice for the teachers and students our state is currently failing. We need a renewed sense of someone who will lease us down the right path. [REDACTED] [REDACTED] Best of luck with the search!	12/30/2017 6:24 PM
126	I hope that integrity is valued. Also, the students are the top priority! Please choose someone who also values employees and has a strong educational background!	12/30/2017 2:03 PM
127	no	12/30/2017 10:04 AM
128	Someone who is a strong leader, change agent, and capable of removing those in administration who are detrimental to the success of the school system.	12/29/2017 6:56 PM
129	Please keep diversity and equity in mind when hiring a leader for the largest system in NC.	12/29/2017 6:53 PM
130	Must be a people person with tough skin and open to others suggestions and recommendations. Proven excellent leadership skills.	12/29/2017 10:54 AM
131	I would really like to see someone with a long history of educational experiences to come into this position.	12/29/2017 9:36 AM
132	Is non-political	12/28/2017 11:34 AM
133	This person should be concerned with not only developing the academic part of the system, but also needs to realize the importance of physical health as well. Focusing on physical education, healthy foods in the cafeteria and creative art classes as well.	12/28/2017 11:12 AM
134	We are very concerned about the over testing and the data and machine mentality approach to teaching elementary school children prevelant in the Wake County administration. It is developmentally inappropriate and does not inspire children to like school or to achieve. School should be a fun learning environment - not constant testing and hours of sitting. What is wrong with doing science experiments in elementary school? Let the teachers teach. I want a superintendent bold enough to make the right changes and not just go along with the crowd. You can do better Wake County schools - for all kids.	12/27/2017 9:23 PM

135	You seriously need to reassess the bell schedules. High school starts entirely too early and it is proven to be unhealthy for this age group. Also raises for the bus drivers. Work more in conjunction with the general assembly. Stop hiding behind them like your hands are tied. You are the closest thing we have as a voice to them and it feels like you are just as political as they are. Fight for us!!! Stop bending over.	12/27/2017 5:25 PM
136	Always take good care of your staff. That will reflect on our children/students.	12/27/2017 4:13 PM
137	Review if we still want Core system for learning. Review ability for parents to make choices within the system that are best for their child.	12/27/2017 4:08 PM
138	Making school safety and dealing with drugs in the schools a priority.	12/27/2017 2:52 PM
139	Do what is best for students first when it comes to making decisions and not what parents want, or convenience of teachers, or any current political climate, especially for highly populated low income student body schools. It is important that the quality of education is equitable in order for the entire school system to be successful. We are only strong as our weakest link and there should be no bias when it comes to race or status.	12/27/2017 1:36 PM
140	There is a wealth of talent (residents) whose students attend WCPSS. It would be great if more effort was done to tap into ways that parents can help the district prosper. This is especially true when it comes to incorporating more personalized learning options and creating a competency-based education model. Some of the leading experts in this field reside in Wake County, yet their work and knowledge is largely untapped by the district. [REDACTED] is just one example of such a person. There are many others.	12/27/2017 11:01 AM
141	Thanks for allowing the community and parents to have input. I hope that the board would work together and find a candidate that is both capable and one who is able to listen to concerns and think objectively and then come up with a plan of action. The Wake county school is huge and diverse, please be sensitive in finding a leader who have diversity in mind and appreciates diversity.	12/27/2017 9:58 AM
142	Do not hire a Republican. The people you interview should be asked, "Who did you vote for?" If the names Trump, Burr, Tillis, Berger, or Moore are mentioned, those names should accompany the phrase "never for any reason." Otherwise, the person should be shown the door. Education should be our state's (and nation's) highest priority. We should be spending the same amount on education that we spend on national defense, and anything less is, frankly, treason. We need a superintendent who can bend the legislature to his will. I don't want someone who will "work with them." That phrase, in our current political environment means, "I will worship the legislature with burnt offerings of the fattened calf and the finest bagels and muffins." Our superintendent needs to organize the people of this county so that the legislature is TERRIFIED of what will happen if our schools aren't the best on the planet. If our super wants doubled funding, then we get it. If we don't, then every person who voted against it is out of office. Not only that, but once they're out of office, their other jobs suffer as well, business falls off, they have to close their shops, they get more parking tickets, vets won't see their dogs, whatever. Basically, we need a superintendent who is at least 75% President Lyndon Johnson. We need to partner with Mecklenberg and the other large counties to bring the bordering counties under our control politically, and then crush the legislatures who don't support our school system. The parents should be pulled in for mandatory meetings to see what's on the line, and then deployed for non-violent action against the jackals attacking our children and our society. We need coalition of all local government officials to work together on this, and we need to toss out anyone who blinks at the idea of getting behind the plan. Then we move on to our state legislature. Then we we show the bordering states how well we got it to work in a just a few years, and we co-opt them to force Congress to get on board as well. But it has to start locally, and the superintendent needs to be the first leader. We need ability, confidence, charisma, and communication skills. But we also need someone who is not afraid to put a legislator out of ALL forms of employment if they screw around with the schools. We need someone who can be ethical, but ruthless at the same time.	12/27/2017 9:47 AM
143	Less political correctness	12/27/2017 9:12 AM
144	Raise the taxes so teachers can be paid a decent wage, that will enable you to demand quality educators. 2 out of 4 of my child's teachers (every year) have inadequate knowledge of their subject matter. Get cell phones out of classroom learning. Students learn nothing but new ways to communicate with friends and new apps on phone. Take lessons from other successful out of state school districts. Brake down the enormous wake district into manageable and more efficient smaller districts. This may not benefit the people on top with power but will certainly benefit the students.	12/26/2017 4:35 PM

145	I have to ask you to please have someone in this position that can actually do their job. As a student in this system it is very discouraging. Of course we want to do well, but it is difficult with incompetent teachers and staff who don't seem to care about the well-being of the students. It's not easy for a smart student to be shoved to the side and not paid attention to, while the focus is being diverted to less important things. Every student has something remarkable that they will be able to do in the future and it's as though no one cares. These students that are claimed to be the priority are the future whether people want to accept it or not. I think that there needs to be a lot more input coming directly from the students. Parents only get some of what's actually going on, but it's mainly the students that are experiencing everything. I believe that this new superintendent and their staff need to do more polls with students and ask for advice from them- and please actually listen to it because we know what we're talking about. Thank you, and I really hope that this is listened to and not just deleted because the future's right here and you're all letting us down.	12/26/2017 4:16 PM
146	Ability to be a visionary and implement fiscally responsible and decisions regarding responsible and proactive growth for the currently overcrowded school system is key. Working with a diverse student and parent population and maintaining high quality educational standards. Taking advantage of the strengths our area implicitly has, such as large amount of land and access to businesses and technology from well educated families many of whom are interested in STEM curriculums and willing to pay for technology students will benefit from	12/26/2017 3:14 PM
147	Address the drug problems in wake county middle and high schools, especially at Leesville and Broughton High Schools. Become actively involved with NC attorney general Josh Stein's fight against drugs in NC.	12/26/2017 9:00 AM
148	Please consider hiring security to monitor the schools. Especially schools with trailers. It is dangerous for schools to let the children roam around to the bathroom or another class without a buddy or a monitor present.	12/26/2017 8:04 AM
149	Keep us informed please!	12/26/2017 12:18 AM
150	Responsive to community, students. and staffs.	12/25/2017 9:05 PM
151	Individual who intends to remain in position for 10 plus years.	12/25/2017 2:06 PM
152	I would like to see more community involvement during the year in events	12/25/2017 12:38 PM
153	Should not allow teachers to force their political and social agendas on students. Teachers and principals should not put down Christians in the classroom. One Wake high school teacher said that Pat McCrory was a poor excuse for a human being because of the bathroom issues. I don't hate anyone but I don't want my daughter to have to dress out for gym with boys. Middle school is a very awkward time in life. Girls have a natural modesty and that shouldn't be dismissed because of someone's political or social agenda.	12/25/2017 12:37 PM
154	Please select someone with a strong background in education!	12/25/2017 11:12 AM
155	Committed to continuing year round school choices and ensuring all schools have the funding to meet their requirements.	12/25/2017 7:22 AM
156	Classroom and in school experience are very important. Emphasize staff retention so we don't lose most talented staff. Experience with diverse learners also very important.	12/24/2017 7:14 PM
157	It would be nice to have a woman in charge for once. I am a man by the way submitting this survey!	12/24/2017 5:34 PM
158	Today's world is very different with the digital resources available any one can memorize and deliver content. The superintendent should be one who acknowledges the needs for today's society and should be willing to advocate changes to the school system to promote free play, creativity and social skills. Lets make wake county the best in producing smart, creative and brave children willing to explore new opportunities and solve problems. Good Luck !	12/24/2017 12:47 PM

159	<p>Will the new Superintendent be truly student-centric or grades-obsessed? My son attends Green Hope High. The emphasis on using screens (smarth-phones, tablets, laptops) is so strong, it is obviously contrary to the guidelines of the American Academy of Pediatrics "For children ages 6 and older, place consistent limits on the time spent using media, and the types of media, and make sure media does not take the place of adequate sleep, physical activity and other behaviors essential to health. " Source: https://www.aap.org/en-us/about-the-aap/aap-press-room/pages/american-academy-of-pediatrics-announces-new-recommendations-for-childrens-media-use.aspx Most GHH students are spending an average of over 10 hours a day on screens (small parental poll). What are YOU going to do to ensure WCPSS High Schools are a part of the solution not a part of the problem? Green Hope High does not even allow students to use the gym or kick a soccer ball around at lunch-break - consequence?: All students on screens. What would YOU do to fix this? Some (not all) teachers allow "free time" a the end of some lesson - students aimlessly on screens again. What would YOU do to address that? [REDACTED] What would YOU do about that? I understand that computers are essential in education, but there is evidently no sense of balance and all the predictions & observations in the 2009 book "Boys Adrift" by Dr. L. Sax are becoming reality frighteningly more rapidly and pervasively. What will YOU do about that? I beg you to address this "elephant in the living-room" proportioned issue affecting youth right now.</p>	12/23/2017 7:23 PM
160	Student safety is also high priority in such a fast-growing, increasingly urbanized area	12/23/2017 4:13 PM
161	Insight into soliciting parent involvement and responsibility. Innovative thoughts for student control, behavior management, and discipline	12/23/2017 3:05 PM
162	Inclusion of special needs kids in school activities and a no bullying policy.	12/23/2017 1:50 PM
163	Fair and equitable school/district leadership staffing decisions should be in practice under the new superintendent. [REDACTED]	12/23/2017 11:52 AM
164	Please make all decisions based on what is best for students. This includes allowing teachers time to teach rather than constantly assessing and filling out online forms.	12/23/2017 11:40 AM
165	This survey wasn't exactly was I was expecting. I thought it would be putting certain issues as more important than others, instead we had to rank important traits they should possess.. which was all of them.	12/23/2017 8:21 AM
166	Transparency, not political, focused on all core subjects - not only STEM, DEAL with DISCIPLINE ISSUES (doesn't impose corrective actions on teachers so they can focus on teaching)	12/22/2017 11:13 PM
167	<p>I would love to see a superintendent that supports full inclusion of the special needs students. [REDACTED] WCPSS has a shoddy record with its special needs students; their treatment varies wildly from school to school, and teacher to teacher. There is very little support for these teachers and associated staff, and it shows. We can call them angels til we are blue in the face, but that doesn't make their jobs easier. They need more support. And, while you're at it, get rid of those transportation companies that constantly endanger our children</p>	12/22/2017 4:38 PM
168	Help with pay raises	12/22/2017 3:57 PM
169	New superintendent must be strong enough to stand up to General Assembly and point out how public resources are insufficient to meet the needs of our schools while simultaneously finding a way to work with them effectively. We need someone who understands that the move to digital textbooks exacerbates the digital divide and is likely to exacerbate educational gaps within poor communities. Most important is the ability of the superintendent to convey to the public the VALUE of PUBLIC education and to own it, defend it, and create enough faith in the system to attract and retain public support as well as high quality educational professionals.	12/22/2017 10:22 AM
170	An important characteristic of a superintendent is the prioritization of listening to school administration about what is working in the classroom which regard to curriculum. For example, forced curriculum versus what is driving student scores to improve in a particular area of study such as math or ELA. He/she should actively listen to and consider innovation happening on the school level by visiting schools and observing.	12/22/2017 10:14 AM
171	Without knowing the pool of candidates it is not possible to more precisely separate the items in number 7.	12/22/2017 10:07 AM

172	As of September 2014, children of color became the majority in the US public school system. As the largest school district in North Carolina and in order to understand the growing needs of our student population, the next superintendent of WCPSS should be a person of color.	12/22/2017 9:54 AM
173	Fiscal accountability in all areas.	12/22/2017 9:11 AM
174	Staff and students are equally important. I'd like a Super. who will make sure both groups are happy and productive.	12/22/2017 9:02 AM
175	We need someone able to get the funding our students deserve.	12/22/2017 8:46 AM
176	Strongly consider holding parents more accountable for their children's learning and behavior instead of putting all of the pressure on teachers to fix problems that they have no control of. There jobs are difficult enough with minimal breaks given during the year. This will decrease burn out and high turnover. Pay educators what they are worth and stop making excuses as to why it can't happen. Teachers are in the trenches everyday doing the work, respect their efforts.	12/22/2017 7:55 AM
177	She/he must be willing to stand up to NC Government both local and state level for the betterment of our Wake County Schools.	12/22/2017 7:40 AM
178	I wish the board would be more concerned about the academic programs and leave the art, PE in all curriculums. Would like to see common core gone!	12/22/2017 7:25 AM
179	Each school has a mission statement that they hold the students to but time and time again I have witnessed the teachers NOT holding to the same values info their school mission statement. The county doesn't hold family's together with same scheduled school calender, most households are forced to have their children on different traditional and track calendars.	12/22/2017 7:21 AM
180	We need someone with experience in the school system who has knowledge of Wake county diversity and has kids best interest at heart, Not a politician or business executive and Not an outsider from another state wanting to change what's already working! A good example of someone with those traits would be [REDACTED].	12/22/2017 7:17 AM
181	I would love to see a superintendent that has had or is understanding of business experience outside of the school system. Someone who can create a positive experience for the middle of the road student. Technology based and hands-on learning experiences offered. Someone who will bring unique opportunities and support staff with a clear vision.	12/21/2017 9:56 PM
182	It is, of course, important to seek input from parents and the community when making decisions. However, it is equally important to listen to the teachers. They have the boots on the ground, so to speak, and know where their students are and what the barriers to growth, if any, are. Needs for professional development will vary by school so some level of site-based decision making is critical. A good leader knows how to lead but also when to step aside and let others take the lead.	12/21/2017 9:23 PM
183	We need an advocate for our children. Mandating rezoning for schools needs to be cut down. We need a stronger parent/officials relationship.	12/21/2017 8:07 PM
184	[REDACTED] WCPSS is a great place to work and have my students in enrolled in a great school system!	12/21/2017 7:16 PM
185	Would like to see more commitment to students' achieving at their personal best than in the end of year scores of the particular school. Too much weight is given to EOG scores than in the students' progress.	12/21/2017 6:25 PM
186	Please keep politics out of the search and find a good leader will drive student achievement	12/21/2017 5:24 PM
187	It should always be goal of someone in this role to consider all children as though they are theirs. Which allows them to work from a more compassionate perspective.	12/21/2017 5:02 PM
188	We need someone who will fight for the funding that our schools deserve. Our state legislature and federal government are stripping our schools of it's resources. We need someone who is focused on the students and teachers, not big business and not outsourcing our schooling to charter schools. Also equity for our students is extremely important.	12/21/2017 3:17 PM
189	I would like to recommend that [REDACTED] be considered for the position. [REDACTED] [REDACTED] [REDACTED] Thanks for the opportunity to comment.	12/21/2017 2:41 PM
190	I am not sure what you mean by "student first" philosophy?	12/21/2017 2:35 PM

191	The focus is getting the right education level to match the needs of the student, not narrowing the gap. There needs to be more focus on STEM/STEAM programs. High performing children still need to be challenged and not cruising through class while the lower performers are tended to. IB and AIG are providing some challenges to the high performers, but we are still falling behind the rest of the world in education. We need someone that will lead and set an example for the rest of the country to follow as we attempt to narrow the gap, not between our own children, but narrow the gap between our children and those of high performing countries.	12/21/2017 2:19 PM
192	The superintendent should re-examine and re-evaluate the so-called 'common core standards'. They are not based on a correct understanding of developmental and child psychology.	12/21/2017 1:49 PM
193	Wake County is an incredibly large school system. The candidate will need to be able to delegate tasks and responsibilities to the appropriate qualified individuals without creating a top-heavy administration full of unnecessary positions. While it's important to involve parents and the community in the school system, they can not be allowed to run the school system. Especially with regards to discipline. Children's learning should not suffer due to bad behavior and untreated emotional and mental issues because of fear of the administration of being sued by irrational parents. Central Office needs to support Principals, Teachers and Staff more. I've seen very talented teachers suffer, burn out and quit due to lack of support from their Principals and Assistant Principals and Central Office.	12/21/2017 1:46 PM
194	Leadership above all else is very important, but not at the detriment of an appreciation for and experience working within education. Having a superintendent who is effective at working with elected leaders is critical, but not someone who is overly political...we cannot afford to have an overly partisan leader for our schools. We need a visionary who can inspire our community to invest in and engage with our schools. Our kids are the future of our community and we can afford nothing less than making their education one of our top priorities.	12/21/2017 1:18 PM
195	Character is first priority. Can't know everything coming in- they need to be wise enough to know they don't have all the answers, but have a heart to listen & learn and a desire to serve our community. Support our teachers and make it easier for them to do what they do best which is love, teach and grow our children. Thank you for the work you are doing to select this important person who will lead our school community!	12/21/2017 1:12 PM
196	I am hoping the new superintendent and the rest of the administration office staff including the area superintendents and school board will start going on campus visits to see the schools, students, teachers and community instead of staying in their office. You need to see what you are leading.	12/21/2017 12:38 PM
197	This superintendent should make it a priority to diversify the teaching staff to reflect the make-up of the student population. Also, emphasis should be placed on developing more culturally competent curriculum and staff. Teachers should be held accountable to incorporating culture into the lesson plans. This isn't happening. Not all cultures believe students should sit still like rigid objects while learning for instance. Music, song art and foreign languages should be inside of the lessons.	12/21/2017 12:36 PM
198	A superintendent that is willing to fight for the EXCEPTIONAL CHILDREN (SPECIAL NEEDS STUDENTS) as well. They are a growing part of the STUDENT BODY and need representation along with their peers. THEY ALWAYS SEEM TO BE FORGOTTEN!	12/21/2017 12:33 PM
199	Did our county not just spend hundreds of thousands \$ on an outside search firm to find this man who is leaving. NO More outside search firms....Have current principles of all schools vote and interview. Do not waste taxpayer dollars Please!!!!!! I stopped completing the survey....bc I trust our Wake principles can choose the best superintendent. Thank you for reading!	12/21/2017 12:29 PM
200	Would love to see WCPSS better embrace their community of students with disabilities by offering more inclusive options to students across the board and improving communications with parents.	12/21/2017 12:02 PM
201	A qualified candidate with experience in Educational Systems LARGER than Wake County's system could be invaluable. With knowledge and understanding of problems in a growing system, and insight to areas of unforeseen or future concerns.	12/21/2017 11:37 AM
202	Thanks for seeking parent input.	12/21/2017 11:02 AM

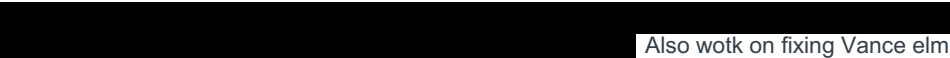
203	We want someone who is fair in all aspects of decision making when it comes to education and our children, no matter the location of our school, diversity of our local area, families, or students, we all deserve the same opportunities in education. Especially when a child is advanced and would benefit from additional advanced instruction, or when a child is a little challenged and needs additional time and help. Even though one area may not be as affluent as another, our children deserve the same opportunities academically and athletically as those that are more affluent. Who knows where the next Bill Gates, Einstein, or Babe Ruth may hail from? We all deserve a fair chance, and we need a new Superintendent who sees us all as equals and is willing to fight for our children.	12/21/2017 10:42 AM
204	Building maintenance is poor. Doors don't close, rust everywhere... Need someone to go to each school and make a list of mandatory repairs. Students and parents should be able to evaluate teachers and staff anonymously and results published. These should be taken into account for teacher and staff pay. Programs such as orchestra and arts and sports are very important, they are MUCH more important than small class size.	12/21/2017 10:41 AM
205	Special transportation needs to be looked at and changes need to be made. I am unable to send my daughter using special transportation because it does not support her needs.	12/21/2017 10:31 AM
206	With rapidly increasing information available through technology, the candidate should possess the leadership skills to incorporate these available tools to maximize each student's ability to learn and succeed. The Wake school system is lucky to be in the proximity of a number of higher education institutions. Therefore, it would be beneficial to continue and increase partnerships with local higher education institutions such as universities and vocational schools to help foster students' future successes and help students discover their interests as related to potential future careers.	12/21/2017 10:24 AM
207	In a system the size of WCPSS, the leadership is a team function. It is critical that the new superintendent create the environment, vision and resources to make it possible for his direct reports to drive programs in areas like HR, technology, instructional design and others. The superintendent should be the educational conscious of the system, focusing his teams on the direct student outcomes, and getting the legislative and community support needed to make that possible.	12/21/2017 10:24 AM
208	Please find someone who understands that not everyone is OK with the year round schedule and the districting! There is NO reason why my child who lives in Garner should be going to a school in CARY in order to remain on a traditional calendar!!! This gives the impression that Wake County School Board is the biggest group of non-functional people to gather around a table! Please hire someone who can fix the MESS that is WCPSS!	12/21/2017 10:23 AM
209	I would like to have a superintendent who also has a family and has children going through the Wake County school system (has a large stake in the system) too. I would encourage him to support his faculty and staff while ensuring the academic advancement and the nurturing and education of the students in his care.	12/21/2017 10:20 AM
210	It is vital that the candidates you interview have had extensive experience in public education both in classroom and leadership roles. Candidates should also be well versed and committed to our 2020 instructional blueprint. Also of importance include having high teacher working conditions survey responses, parental support, and investment building community relationships to better our schools. Please listen to your educators in the system followed by invested parents and community leaders. As educators we are the experts in the field and know first hand what is required to get the job done! Thank you for your commitment to our public education system through this shift in leadership.	12/21/2017 10:16 AM
211	Please make sure the position incorporates community feedback regarding all the student assignments and relocations. Please consider breaking up Wake County, it is just TOO big	12/21/2017 10:01 AM
212	I would also like to see a superintendent who is committed to building race equity within the system both through professional development efforts with staff but also through policy.	12/21/2017 9:59 AM
213	Please continue and expand your commitment to equity!!	12/21/2017 9:40 AM
214	We would appreciate someone who recognizes that people from various ethnic backgrounds exist in Wake county.	12/21/2017 9:27 AM

215	While strong leadership skills are obviously important to those who created this survey, your best leader is not necessarily the one who stands tallest, has the fanciest way of presenting themselves, or who is "self-confident". Rather, you're most effective leader will be the one who leads by example, is certain of their duty/responsibility, is humble in heart (this does not mean weak) - and ready to serve. He/She will be the one who puts others before themselves in word and deed. Pay attention to common comments from their references that give proof against these things. I.e. what makes up their character (or, what is on the inside), is more important than how they appear on the outside. And likewise, how they present themselves outwardly is indicative of their purpose and what is the true make-up of their character inside.	12/21/2017 9:27 AM
216	Someone who believes that busing should be a thing of the past and that 100% parent choice in school should be standard. Someone who believes all schools should have a second language standard, even if it is technology based teaching. Someone who is supportive of the year round calendar as it is far better than traditional for this growing area.	12/21/2017 9:22 AM
217	Clear understanding of special education students needs and commitment to provide leadership that values compliance with federal and state rules that promote the purpose of the IDEA.	12/21/2017 9:22 AM
218	Commitment to diversity, equity, and inclusion - both in staff and in the student body of each school - should be mandatory. Part of what attracted me to Wake County was the ability to find high quality, diverse schools	12/21/2017 9:20 AM
219	As a concerned parent and former student myself in the Wake County public school system, it is VITAL that the system hire someone to take on the unreasonable legislators and keep special programs such as music, art and PE in ALL schools. In the 1970s, I grew up in Wake County and had ALL special classes which is needed for a well rounded student. I want the same educational experiences for my child and all other children in the community. This is VITAL to student success! Please consider this class size chaos when picking a strong leader for our county!	12/21/2017 9:17 AM
220	1) performance is the end goal. Achieving diversity is NOT. 2) encouraging an environment tolerant of - and indeed encouraging to religion in general and Christianity in particular. Let kids pray, let religious leaders participate, and let teachers, staff, and administrators openly practice Christianity. 3) Wake County schools are for legal residents of Wake county. 4) I hold a doctorate and two masters degrees in mathematical sciences. Data-driven statistics are good, but only as good as somewhat answering the questions asked 5) a strong stance against predatory racial, social, and drug culture - including the "third rail" of student victim hood: black on white violence.	12/21/2017 9:10 AM
221	I'm just tired of people who are bought and paid for by donors. I want someone with experience and integrity, who will do what's best for students and families. Not just what other "important" people want them to.	12/21/2017 8:55 AM
222	I purposely left the ten responses under Section 3 blank, because the Wake County Public School System has no strengths in 2017. I first came here 16 years ago and the WCPSS was top-notch. It is currently among the worst along the Eastern Seaboard, and even in the country. My children were in private school and my son transitioned to WCPSS. It was the worst decision I made.	12/21/2017 8:53 AM
223	Special Education. I am the parent of a bright, funny, and engaging 3rd grader with a developmental disorder. She doesn't fit "in the box" so she isn't successful with peers or teachers, but she doesn't struggle enough (according to Wake County) to qualify for services. This leaves her feeling depressed, anxious, and unsuccessful. These children are being left behind. I have many friends across Wake County whose children have similar learning and social challenges and this is a systematic problem in Wake County Schools. Just review the data for placement changes for children with developmental disabilities.	12/21/2017 8:51 AM
224	Less emphasis on ridiculous and petty rules regarding dress codes, arriving at class a minute late and having doors closed in their faces, checking IDs while sitting in senior student lounges, etc. My honor roll students are going to a school, not a prison. I've seen other students treated in ways (by the staff and administration) that would NEVER fly in the "real world." This past year, the new administration is trying to enforce too many petty rules that aren't important to EDUCATION. This micromanaging and pettiness is bringing the morale down of the teachers and students. Please keep this in mind when hiring.	12/21/2017 8:47 AM
225	The superintendent needs to be able to set goals and then work to implement them without constantly changing HOW to implement them. For instance, right now there is clearly a strong focus on graduation rates but every year teachers are given different tools, administrators are told to take new approaches for behavior and assessment, and curriculums are altered without giving any one idea enough time to properly decide if the approach is effective. There is too much churn without enough commitment to follow through right now.	12/21/2017 8:39 AM

226	I think when choosing a superintendent choosing somebody who's open to new ideas, proven able to make tough decisions, displays an aura of respect and can command trust, has knowledge of current curriculum practices and trends and strong interpersonal skills (which can be exhibited in their ability to build interpersonal relationships) will be key to this superintendent success. When interviewing this person they should consistently refer to what is best for the students, show interest in the engagement and satisfaction of our educators, also they should be very keen on the fact of the growth of Wake county and portray traits and ideas related to growing infrastructure as well as utilization and allocation of resources to the appropriate places at the appropriate time. (Just in time mentality).	12/21/2017 8:21 AM
227	I would love to see our school system move away from being so test driven and go back to encouraging and nurturing the arts in addition to sound education. It appears that kids are learning to pass tests verses learning to learn. If our focus is test driven, what types of doctors, entrepreneurs, mechanics, etc do we expect to have in the future.	12/21/2017 8:15 AM
228	Implement programs for dyslexic students.	12/21/2017 8:13 AM
229	I didn't see anything in this survey about school safety. Perhaps I missed it. I have an elementary school student, and one ready to enter WCPSS in a couple of years. We have drug issues in schools, sexual assaults in school, and mass shootings. I want a superintendent that will improve school safety and prepare the teachers for such events.	12/21/2017 7:51 AM
230	Must put impact on students at the center of all decision making.	12/21/2017 7:50 AM
231	We need a superintendent that can assist with Special Education Students and to provide more resources for these students with teachers, classrooms, aides and other resources.	12/21/2017 7:50 AM
232	Someone willing to reinstate the ZERO tolerance policy for physical violence. None of the questions above even touched on student safety, which above all things should be #1. When bullying is such a problem in Wake County and around our country we need someone that will step in and start dealing with this. From playgrounds to class rooms to the unsafe bus rides home. I want someone who will be proactive about student behavior! My children shouldn't be in fear ever. Currently students are allowed to physically assault one another and come back the next day to do the same thing. Parent conferences do not fix these issues. Suspension do. We must make life difficult for the parents in order for the parents to correct the behavior of their children. We need to know Wake County will take a stand. We need to know Wake County won't wait for the first 4th grader to hang themselves before something is done about this.	12/21/2017 7:27 AM
233	Be open minded about who you pick--	12/21/2017 7:11 AM
234	This county's public schools are a mess. We moved here with great optimism 4 years ago on the reputation of Wake County Schools but have been gravely disappointed (and we came from another southern state...we are not northern transplants). With one child who requires gifted programming and another who requires specially designed instruction the County is unable to provide either well. Teachers are not trained, not current on research, and can't even name a research-based reading program. IEP's are full, FULL, of grammatical and procedural errors. Nothing diminishes confidence in the person who is supposed to teach your child to read more than going through an IEP with misspelled words, no capital letters at the beginning of sentences and incorrect grammar. And the LEA's in the room do nothing about it. We have taken on the responsibility of making sure our kids get what they need outside of school, but not everyone has the financial resources to do that and it makes me sad for those kids who are languishing in Wake County Schools. We live in an area with one of the best tech economies in the country, yet we pay our teachers an abysmal amount and it shows in the caliber of educators, the disrepair of the buildings and the technology available in buildings that are not brand new.	12/21/2017 6:57 AM
235	Make a decision based on skills and values. Do not play diversity or bias game when choosing next superintendent.	12/21/2017 6:51 AM
236	The new superintendent should focus on diversity and have a no tolerance policy regarding discrimination/racism amongst staff, students, etc. Create an environment where diversity is welcomed and bullying is punished.	12/21/2017 6:51 AM
237	The re-zoning of students in Wake County needs to stop. The next Superintendent should be able to handle diversity and student success without the need to bus students from over an hour away from their school. Students need continuity. Not reshuffling.	12/21/2017 4:23 AM
238	Honest, integrity, positive attitude	12/21/2017 12:50 AM
239	Our family wants the best possible superintendent available. Please do not readily dismiss a FEMALE for the position. Women account for a majority of employees in our school system.	12/21/2017 12:49 AM

252	Either get a magnet school in eastern Wake County or quit allowing so many eastern Wake County kids leave the eastern Wake County schools. Its gotten ridiculous. Eastern Wake County test scores aren't very good and the main reason is that the best students go to magnet schools in Raleigh and don't support the community. Then, the athletic departments cheat and get kids into their schools due to the magnet status. [REDACTED]	12/20/2017 10:15 PM
253	We need someone who can come up with creative ways to solve the problem of over crowding and disruptive school assignments to families.	12/20/2017 9:38 PM
254	The primary issue that the Wake County school system faces is handling the growth and overcrowding. We need a visionary who is proactive and can come up with creative ways to accommodate this growth with minimal disruption and impact to families.	12/20/2017 9:38 PM
255	Mandatory: a superintendent who understands that all elementary schools should be required to have art, music, PE, foreign language and media specials and should be able to lobby for the budget to make this happen - at ALL Elementary schools	12/20/2017 9:34 PM
256	I hope that you select someone with a strong background and experience in education, and a record of success and achievement. But most importantly, they need to keep the great staff and Educators already in the system, and have the ability to recruit and keep more of them.	12/20/2017 9:19 PM
257	We need a superintendent who can better manage the growing population in West Cary in a more fiscally responsible and forward-thinking way.	12/20/2017 9:17 PM
258	Doesn't just give lip service to parents - actually listens and incorporates what they say. Incredibly important to improve communication of the system with the public. [REDACTED]	12/20/2017 9:16 PM
259	One committed to keeping/reviving the arts and physical education in our schools, especially elementary, where it seems to get cut first.	12/20/2017 9:16 PM
260	None	12/20/2017 9:16 PM
261	I would like that counter all the "we need a woman, a person of color, etc" that you will invariably receive. I am profoundly tired of someone's identity preempting their ability. If the best candidate to be found is another white male, that's who I want in the role. If it's a black woman, then that's who I want in the role. Please ignore any and all calls to lower standards or have someone not qualified be a "first". If for some odd reason a black woman is the only person able to understand the needs of Wake County's black community, then clearly she will not be able to understand the needs of my children, as the model presumes that people cannot understand circumstances across color lines.	12/20/2017 9:15 PM
262	I would like someone who is going to assist our system in supporting our teachers as they teach our kids. Someone who has been in the trenches with the teachers who are on the front line of educating our kids. Someone who is not going to let bills get passed that cause more damage than the help, bills that are not funded.	12/20/2017 9:03 PM
263	Much more interested in actual results and not "image." Must present all students with equality of opportunities - NOT results.	12/20/2017 9:02 PM
264	try to get rid of the school board - the teachers in wake county are among the best in the country - our school board is a laughing stock and about as incompetent as they come - whether democrats or republicans are leading. bunch of losers IMHO.	12/20/2017 8:56 PM
265	This opinion survey is bologna. I can't give more than one 1 in a category. Our system is a disgrace. Go back to teachers teaching. The teach to the test is not working! This parent knows you are a huge disappointment!	12/20/2017 8:55 PM
266	I want the superintendent to understand the importance of the Special Needs program and the wide range of the students in it and their needs.	12/20/2017 8:50 PM
267	Having someone with a background in teaching who has worked his/her way up in the system would be an asset as he/she understands all roles making up our school system.	12/20/2017 8:40 PM
268	We need someone who will rally the community to vote for legislators who will value instead of attack and defund our public education system. We need someone who can work the media to let the public know the damage that the lack of funding and overburdening of teachers with too much high stakes standardized testing is causing our schools.	12/20/2017 8:35 PM
269	A superintendent skilled in race and equity should be a driving force in the search.	12/20/2017 8:34 PM

270	Getting into schools more, to see what is going.	12/20/2017 8:32 PM
271	I also think it is important for the parents to know, where the new Superintendent stands in regards to the future of our students in North Carolina. What is his/her vision and how do they plan on getting there.	12/20/2017 8:28 PM
272	Avoid [REDACTED] type "reformers" or folks who are going to destroy our school system in the name of accountability because our teachers can't always get lower socioeconomic students to achieve the same test scores as much as affluent ones. Besides that, get someone familiar with WCPSS who can understand, maintain, and strengthen the socioeconomic diversity (bussing and magnets). Get someone who can see and comprehend how Char-Meck schools gave up on bussing in the face of a slight set back of a court ruling and lack of public and political will (around 2003 or so). Leaders in Charlotte are finally, a decade-and-a-half later, talking about desegregating their highly segregated school system when it did not have to be that way. Hire a superintendent who understands that de facto segregated schools are very bad for poor folks and plain bad for everyone else. The survey questions failed to mention Wake's socioeconomic diversity efforts which are actually what separates Wake County from most other big city/county school systems. Accordingly, finding a leader who can do what it takes to maintain and strengthen socioeconomic diversity and making sure no school exceeds twice the percentage of poor kids in the student body than their share of all the public school kids in Wake Co. This will have to be someone who can communicate the need for socioeconomic diversity to transplants who unconsciously accepted segregation as a way of life where they came from and someone who can deal with a Jim Crow general assembly. The new class size requirements seem obviously aimed at causing havoc in WCPSS (and other systems) to turn public support towards private schools and for-profit charter schools. We need a leader who is sharp and has political ability that can keep public support behind real public schools that serve the public. It is the socioeconomic diversity that sets Wake apart. Don't get distracted with technology or trendy education reforms. Desegregation was a good idea fifty years ago and it is just as good an idea today. This is what Wake County needs in the next superintendent—someone who can keep our schools TOGETHER and equal.	12/20/2017 8:14 PM
273	Please choose someone who has more than test scores on his or her mind. Someone who knows the mind of children, not a politician who only care about numbers	12/20/2017 8:06 PM
274	I believe that candidate needs to be an individual that can think outside of the box, and dare to make changes to the educational system in this county to help improve student performance. Such changes may include increased time for students to run around, whether through 20 minute breaks in the morning and afternoon along with a longer period for lunches so kids can run off energy outside. It may lengthen the school day, but kids that get to run off energy may remain more focused during the academic periods	12/20/2017 7:59 PM
275	As a new member of the community, retiring from military service and coming home to Wake county I have been informed from my children that the educational levels fall short. Education standards are set far to low	12/20/2017 7:59 PM
276	Someone who will not only have the vision and ideas but who will make it happen... fast. It's 2017, WCPSS is in the heart of one of the fastest growing areas of the country yet we are not leading. We still don't have year round or good hybrid learning options for high school students. Start times for HS should be later and for elementary should be earlier. The carpool and bussing systems are a mess and seems to be only getting worse. Poor planning for carpool in new schools (ie. Rolesville HS, there is no excuse for that carpool traffic and having student drivers walking through carpool lines while texting, etc.). There ARE solutions but WCPSS doesn't make it easy to be heard or to give suggestions. This survey is a great tool and there should be many more to come in the future for all areas in need of improvement. And having a superintendent who puts these surveys out and acts in them would be great. Thank you.	12/20/2017 7:56 PM
277	Wake Co. is our second school system. [REDACTED] [REDACTED] I do not believe the retirement benefit should be so beneficial until they have been with Wake Co. and qualify for the retirement benefits as our teachers have too.	12/20/2017 7:49 PM
278	the superintendent first and foremost, as caretaker of a statewide system, should make fiscally sound and prudent decisions to protect the investment of the taxpayers of this state. Secondly, the superintendent should maintain the highest standards in optimizing a positive atmosphere conducive to a healthy learning environment. lastly, the superintendent should try to utilize a gestalt method of working every tool at his disposal towards the achievement of maintaining the highest standards in educational environment	12/20/2017 7:43 PM

279	We need someone who is willing to put NC students first, and address the legislation and public to articulate how the changes our NC administration are making do not have our public education system are the forefront; we need an advocate for NC's public education system!!!!	12/20/2017 7:41 PM
280	Leadership choices should reflect diversity of population served	12/20/2017 7:28 PM
281	 Also work on fixing Vance elm. Traffic issue.	12/20/2017 7:21 PM
282	Needs to understand the frustrations on the teachers in the classrooms and the dynamics with the children. Bullying, I believe the teachers could benefit from NCI plus prevention(teaching problem solving and preventative measures within the classroom, parents, and peers) bring in the classroom often I can see the frustrations.	12/20/2017 7:20 PM
283	I'd like the top role to have rock hard experience outside of public service. He/She should be a drill sergeant that knows every kid by name, knows who they are hanging out with, what they want to be when they grow up (even though few kids can see it). Above all he/she should drive discipline into kids so that they absolutely have the "eye of tiger" in all their pursuits in life and that they show respect and demonstrate integrity.	12/20/2017 7:18 PM
284	Spend more time educating and less time indoctrinating our kids with leftist ideology.	12/20/2017 7:16 PM
285	Please select someone who will do whatever is needed to stop re-assigning students to a new school every year. It is detrimental to students emotionally when they are constantly worried about school assignments, and starting over in a new school even when they don't change addresses. Thanks!	12/20/2017 7:05 PM
286	With the increasing diagnoses of individuals with autism spectrum disorder come increased efforts to accept these individuals. A superintendent who is knowledgeable of their needs, special gifts and unique challenges would be beneficial in helping these individuals achieve their full potential.	12/20/2017 7:03 PM
287	Must be a disciplinarian.	12/20/2017 6:57 PM
288	Someone who cares about the teachers and students, but lets teachers do their jobs. Committed to good quality of life, not obsessed with test scores.	12/20/2017 6:57 PM
289	I think it is important to have people in the administration who have actually taught in the classroom	12/20/2017 6:56 PM
290	Thank you.	12/20/2017 6:56 PM
291	Experience with and interest for special needs students, especially those in self- contained classrooms or on Extended Core Content Curriculum.	12/20/2017 6:51 PM
292	A superintendent that is going to fight for additional programs. An after school program for kids to receive additional help would be a great start.	12/20/2017 6:49 PM
293	It is critical that the new superintendent can articulate the resource needs of the rapidly growing system in a clear, compelling way to both the Board of Education, Wake County, state legislators and the media.	12/20/2017 6:46 PM
294	This is very misleading using adjectives such as "Excellent" "good" and "diverse" in the question/statement. Shouldn't that been an option for the survey taker to select "if" the teachers and staff are excellent ; "if" the facilities are good or "if" the schools are diverse.	12/20/2017 6:36 PM
295	I have seen a strong community in the years I have lived in Wake county and good kids that seem self motivated. I don't think a new leader needs to be strong in areas that already exist. I would hope our new leader is able to pull together a lackluster school system that is not valued by the state. Someone who can manage minimal monies and help enhance our system with volunteers, for lack of seasoned teachers and funding, and stabilize student assignment.	12/20/2017 6:36 PM
296	Education is the one gift you can give every child that will truly change their lives. Wake County had an excellent public school system and I am hopeful the next superintendant will understand how important it is to maintain this reputation and lead Wake County forward. Thank you.	12/20/2017 6:32 PM

297	I am eager to see changes with in the schools of Wake county. The aggressive, disrespectful and disruptive behavior of the high school and some middle school students are at an all time high and becoming an epidemic county wide. These behaviors are being ignored and inconsistently disciplined. They are proving to be a distraction to other students. With out a true zero tolerance approach these students will continue to cause trouble in our schools and in the surrounding communities. I am a parent with a voice. I have a student at Wakefield High School and I am promoting change in my school and willing to do what it takes to make a difference. I hope the BOE chooses a candidate ready to take on these behavioral challenges and clean up our schools. Thank you.	12/20/2017 6:32 PM
298	Ability to coordinate Virtual Learning to supplement or supplant less effective delivery systems.	12/20/2017 6:31 PM
299	Someone who is NOT from North Carolina ... we need new blood/leadership in this position. Common Sense ... this is very important. Currently, our school board [REDACTED] lack this. Commitment to technology Commitment to spend money and budget for educational materials like books for all students or to develop a proper electronic book program with BYOD. Better alignment of neighborhoods and which schools students attend based on their proximity to the school rather than busing in students from disadvantaged neighborhoods which creates massive culture wars, drugs problems, gang issues, fighting at lunches every day, etc. Stop being politically correct and actually do something realistic and practical when approaching problems, teacher issues. Deal with problematic teachers who obviously cannot teach or have a chip on their shoulder. Listen to parents and students. Get rid of the 'good ole boys' and run the school system properly with people who want to contribute not just have power and punish people.	12/20/2017 6:30 PM
300	I think the next superintendent should steer clear of political machinations and consistently seek student achievement and academic success. Let's put our children and their learning first and not be a slave to common core curriculum or the latest fads from California or other places. Discern what works for our students and build upon it. Try new things but not waste time in areas that don't bear fruit for our children.	12/20/2017 6:29 PM
301	It is absolutely critical that the superintendent champion the public school system against the creeping cancer of privatization and business interests that seek to destroy the future of our state's children in the name of profit and power. This person in this position has the potential to be an inspirational leader and champion for the least of us, or a crony to the powers that would rather use our children than educate them.	12/20/2017 6:28 PM
302	Hire someone who is less focused on politics and more focused on students.	12/20/2017 6:27 PM
303	That the new superintendent works with neighborhoods and allows their children to addend schools within their area. Also if a middle school feeds to a high school that the students in a given neighborhood has the availability to attend those middle and high schools. And not make the students attend a middle school that is not even on the same property as the high school. It makes it very hard for parents with carpool and after school activities if their children are at different locations instead of being right beside each other like at the Apex Friendship High School and the new Apex Friensahip Middle School. Our children should be attending both of those schools not just the high school. Poor planning.	12/20/2017 6:26 PM
304	We need a superintendent that has been in schools as a principle or teacher and knows the challenges so that when policies are made they understand the domino effects and can consider these when making policies. I believe only someone who has been in schools can know the best interest of the children. They need to be able to listen to the teachers since they know what is possible with implementation of policies!	12/20/2017 6:22 PM
305	I would like our next Superintendent to be willing to ask tough questions, like "are parents happy with the BYOD policy for K-12?" If we know that the internet is highly addictive and has harmful content that children are developmentally not ready to receive, why are we encouraging children to own a device and requiring them to download apps or do video searches on YouTube to complete homework assignments? Are teachers using the technology as a crutch, and do they really understand its implications? If the technology is causing unnecessary stress to families, then why go in this direction? Are our school buses CIPA compliant, if there is no blocking/filtering wifi in place? Are we setting aside our family morals and values by encouraging BYOD? What is the technology doing to our children's mental health, self-esteem, and social-emotional intelligence? This really is a public health concern that our next superintendent must address. Are we educating our families enough about internet safety (including all the loopholes), if we expect them to supply the device?	12/20/2017 6:16 PM

306	Dump the bad, unqualified teachers, like [REDACTED]. Segregate the immigrant students until they can speak english and qualified for their classes. Don't hold back the native students. Eschew Common Core and No child left behind federal programs that disenfranchise our smartest students. Protect our students from the leftist social agenda.	12/20/2017 6:15 PM
307	I believe the superintendent should be from wake county.	12/20/2017 6:12 PM
308	Democratic management style not dictator. Be an effective leader that can inspire educators and students to be the best they can be. To do right and treat others with respect regardless of differences. Be ethical , compassionate, and open arms to our diverse community. Be a role model for good	12/20/2017 6:11 PM
309	I would very much like to see wake county move in the direction of mastery based education rather than teaching to standardized tests. I want to see an emphasis on actual things that are proven to help students learn, like recruiting excellent teachers, giving them the support they need, paying them well, and treating them like professionals. Adding more recess is another easy performance boost. Emphasizing learning that builds critical thinking skills and creative problem solving, like art and music.	12/20/2017 6:09 PM
310	A superintendent that is very good with special needs and supporting students with IEPs	12/20/2017 6:02 PM
311	N/a	12/20/2017 5:59 PM
312	Having moved to NC two years ago I'm shocked at the poor standard of achievement and the poor quality of teachers. Most teachers could use of few more years of college level English!	12/20/2017 5:57 PM
313	Hire a someone who has a backbone and is not concern with being politically correct or end up like many of the other intercity school districts in the nation that have become a disaster.	12/20/2017 5:51 PM
314	Overall the Superintendent of Wake County Schools is a big job and the person doing the job should be experienced at managing large, global efforts. This may not be an traditional educator but may be a strong business person that is also educated. I think the county should look beyond the traditional educators in their search and if the best candidate is from an "educational" background great but due to the sheer size of the county the search should also be more broad to include strong, common sense business people as well. Some of the more recent efforts such as the K-3 mandate have happened due to lack of common sense and the leader of the county school system should be completely engaged in these plans. Common sense and leadership should be #1.	12/20/2017 5:49 PM
315	The new superintendent must address the shift over the past 10 years away from a teaching philosophy that prioritizes critical thinking and a participation and enjoyment in the learning process over teaching to the test, memorization, and less emphasis on writing.	12/20/2017 5:48 PM
316	I would like to see "neighborhood schools" be a priority for the next superintendent. Stop the needlessly long bus trips and reassignments at whoever's whim. If that can't happen, I suggest breaking up Wake County school system and turning that over to the individual towns in Wake County.	12/20/2017 5:41 PM
317	This school system is too big. Consider dividing into smaller districts.	12/20/2017 5:39 PM
318	Support our teachers!! They deserve better.	12/20/2017 5:38 PM
319	I feel a superintendant should immediately respond to parent concerns and complaints.	12/20/2017 5:38 PM
320	Fund all schools equally. Newer schools have everything while older ones go without.	12/20/2017 5:34 PM
321	I think [REDACTED] would be an excellent Superintendent.	12/20/2017 5:33 PM
322	Find someone like [REDACTED]. Then you'll have an excellent Superintendent.	12/20/2017 5:33 PM
323	We need someone who is going to help raise the salaries of teachers in NC, including WCPSS! We will not be able to retain solid, dedicated teachers without raising their salaries and showing them how important they are to the success of our students and community. Please make this a priority as a board and find a superintendent that will fight for this!	12/20/2017 5:32 PM
324	It would be ideal to have a Superintendent with experience in/a passion for students with special needs. These kids are often under-served, misunderstood, or "hidden away" in our school community. We need someone who makes sure that the special needs population has an advocate who allocates enough of the budget to best help them.	12/20/2017 5:30 PM
325	The new superintendent should strive to be more visible and visit the schools so the teachers, parents and students know that he is available to us.	12/20/2017 5:29 PM

326	I think Wake County needs a different structure for picking principals, the old boy network isn't working. Eastern Wake County is suffering badly because of the capture your heart campaign. Keeping kids who are abusive only drive good students and parents who can afford it out of public schools. [REDACTED]	12/20/2017 5:29 PM
327	Please consider a less length survey without duplication of question and broader categories. Statistically it will be hard to extract data which will show concensus with the volume of options. Please note ultimately the achievement gap in Wake County Continues to widen with little to no community or school based activism to evoke change. I seek a leader who is willing to address the advancement of all students and a board who represents education equity. Best of luck	12/20/2017 5:29 PM
328	I would like to see a superindent that worries about the well-being of his teachers and staff .	12/20/2017 5:27 PM
329	I would love to see new leadership willing to challenge the status quo of defaulting to end of grade test scores as it's ultimate measuring stick. Looking at other systems worldwide where ideas like no homework or more recess are not scoffed at but embraced to great affect on student's long term success.	12/20/2017 5:25 PM
330	This is an easy choice! [REDACTED]	12/20/2017 5:21 PM
331	[REDACTED] would be a great candidate!	12/20/2017 5:21 PM
332	[REDACTED]	12/20/2017 5:20 PM
333	Must be able to handle the size of the system and maybe even be a visionary for changing the size and splitting into 4 smaller school systems based on geographical area.	12/20/2017 5:17 PM
334	I would welcome a superintendent who accepts the most recent educational consensus that expands on research that little/no homework for elementary school is ideal,how important exercise/recess/specials are, how encouraging kids and exciting them are more important than test taking.	12/20/2017 5:17 PM
335	We need someone who has lived in wake county for a long time and understands it's growth and education needs. The county has challenges and we need someone who optimistic and energetic to handle what is set before them. I grew up in wake county and see the same issues year after year. When will we have someone capable of bringing schools and students to excellence? The time is now.	12/20/2017 5:17 PM
336	Avoid agenda-driven candidates. Consider and ultimately select someone who will keep politically correct leanings out of the classroom and instead create a physically safe and behaviorally disciplined learning environment where teachers and instructional assistants are empowered to teach core academics— math, science, reading— and foster excellence.	12/20/2017 5:16 PM
337	We need to change the start times for high school students. Many studies have found that a later start time is better for teenagers, but they start before 7:30 in the morning, which means leaving the house around 6:45. This early start time is based on what's best for the buses, not what's best for the kids. It add tremendous stress to already stressed kids. This must change.	12/20/2017 5:14 PM
338	[REDACTED] Don't mess up a good thing, but really take into account those that really know what's up- the teacher.	12/20/2017 5:14 PM
339	Please, please, please: Let's make sure there will be zero involvement of conservatives in the selection and decision process for our superintendent. Conservatives have consistently destroyed education in the US, they're looking for faith-based standards and making our kids go backward. We need the most progressive superintendent you can find; someone who's bold in defending science and science-based curriculum; someone who can push for excellence I STEAM; someone who can fight this non-sense coming out of our legislature in Raleigh. Someone who's NORMAL with common sense. Thank you.	12/20/2017 5:14 PM
340	The new superintendent must NOT support, agree with, and/or give any praise whatsoever to President Donald Trump, (the President of the United States), and Donald Trump, (the "person").	12/20/2017 5:13 PM

341	I would like a superintendent who understands value of early childhood education and is committed to closing achievement gap by raising expectations of teachers	12/20/2017 5:12 PM
342	Superintendent needs to be seasoned educator who relies on educational research for decision making and is guided by the best interests of both students and staff in the system.	12/20/2017 5:12 PM
343	Mandatory child or grandchild in WCPSS. Lives in wake county	12/20/2017 5:07 PM
344	The next Superintendent needs to be a STEM champion. WCPSS gives lip service to STEM, but lacks execution or real and impactful programs. Its clear STEM is not a true priority for the current board [REDACTED].	12/20/2017 5:07 PM
345	Someone unbiased, someone diverse and someone who wants to serve the community as a whole and not just one demographic.	12/20/2017 5:06 PM
346	After years of watching the constant rebuild, restructure, and conundrum within the WCPSS, it's time for a leader that evaluates the potential to build regions within WCPSS, or divides the school system into multiple parts. It's not longer effective in the current state, and it's hurting the students within the system. We have one of the LOWEST performing school systems, inside one of the FASTEST growing and thriving economies within the state and federal level. It's time for a change.	12/20/2017 5:04 PM
347	The mere existence and details present in this survey give me confidence you are already on the path of selecting a qualified individual. Trust yourself to make the right selection for our system, and ultimately our children.	12/20/2017 5:02 PM
348	Be willing to meet with parents who have concerns.	12/20/2017 5:01 PM
349	Wake County needs to spend less time and resources on the top achievers and make sure they meet the needs of children with special needs and mental health issues. Wake County does an awful job with this part of the population, especially dealing with students with mental health issues. This is not all about your honors students! EVERY student should matter, but they don't.	12/20/2017 5:01 PM
350	More training needs to be available for teachers regarding various learning disabilities (i.e., dyslexia). Not every student fits the "mold" of the ideal learner.	12/20/2017 5:00 PM
351	Ability to hold all educators to high professional standards, understanding of systems of support for all students and staff.	12/20/2017 5:00 PM
352	In considering diversity of students, include those with special needs. The diversity of students in Wake public schools with specialized education needs need an experienced leader to improve educational opportunities of special needs children.	12/20/2017 4:58 PM
353	Special education needs special support. The increase of students on the spectrum mainstreamed needs system wide education. Diversity, racial justice, diverse teachers matching student population, valuing and mentoring teachers of color.	12/20/2017 4:57 PM
354	Get rid of common core. Stop all of this ridiculous end of grade testing. It's not good for our kids or their learning. I'd love to see teachers empowered to teach how they feel is the best way for their students to learn. Take the power away from politicians and give it back to the schools. Parents are desperately searching for other options. We are so fed up with Wake County!	12/20/2017 4:56 PM
355	I want to see the next person selected to also be more evolved with the community. [REDACTED] We all need to communicate in order for our future to succeed.	12/20/2017 4:55 PM
356	Need more teachers that would teach facts and not teach their opinion. New superintendent needs to focus on having better teachers. Also teacher need to stop giving their political views and religion. Stop political correctness and start teaching. Need honest, loyal, good teachers.	12/20/2017 4:55 PM
357	Programs need to be in peace for more art programs and music for more diverse ways to teach.	12/20/2017 4:55 PM
358	We need someone who will put students and teachers first. Who will be proactive and take a stance against state legislatures if necessary. Particularly, with the class size issue.	12/20/2017 4:54 PM
359	We do not need another career educator as superintendent. We need a superintendent with management and budgeting skills that understands the logistical aspects of the school district. Teachers should teach, but we need a manager to effectively operate our school system.	12/20/2017 4:53 PM
360	Willing to think outside the box, open to whole-child educational philosophies such as those implemented in Scandinavian countries. Also, must be able to advocate strongly (and set as a priority) to the NCGA for the purpose of securing adequate funding and teacher salaries.	12/20/2017 4:53 PM
361	A person of color for a change	12/20/2017 4:52 PM

362	Please change to the voucher system so we can decide what school we want our children to attend.	12/20/2017 4:52 PM
363	Must have a commitment to providing services for all students. Those in the AIG program and especially for those that need an IEP. No cuts to funding. Someone that will stand up to legislative officials that seek to cut services to schools because they cut class sizes without funding the bill. Thank-you.	12/20/2017 4:52 PM
364	Superintendent needs to understand that having children from the same family on different tracks is utterly absurd for family dynamics!	12/20/2017 4:52 PM
365	We are ardent supporters of public schools. I SO want WCPSS to focus on educating ALL students at a high standard of education, and I want there to be less magnet and charter schools going on, and more standard public schools--and I want this superintendent to be on board with showing just how successful and vital public schools are not only in Wake County, but in North Carolina and our country. I want them to fully support the "students first" policy, to support their outstanding principals and teachers, and to do all they can to build up public schools for the success of all kids.	12/20/2017 4:51 PM
366	How to deal with bullying and the racism these kids have to deal with. My son was called [REDACTED] by another student? [REDACTED]. So how does the next superintendent plan on handling this.	12/20/2017 4:49 PM
367	We need to make our system different from the rest. Technology should be a priority in middle and high school. Kids aren't getting jobs because they can't write in cursive and recite poetry.	12/20/2017 4:49 PM
368	Look into [REDACTED]	12/20/2017 4:48 PM
369	Expertise and experience in Special Education law and suggested practices.	12/20/2017 4:47 PM
370	Stop catering to special interests. Teach academics, STEM etc. Get textbooks into elementary schools. Stop preaching celebrated diversity. Anything that causes focus to go away from academics should be ignored, not celebrated. Ex. bathroom of choice etc. Stick to academics, make the boys use the boys room, girls use the girls	12/20/2017 4:47 PM
371	Another priority of the school system should be around safety of the system participants. Being a steward of a safe learning environment should also be a priority of the superintendent.	12/20/2017 4:45 PM
372	I believe in national searches, but sometimes a national search won't represent the best person for the job. I hope the board will look at all applicants and select a humble, servant leader who inspires teachers and staff to become better instructional leaders in their schools. Students are only as good as the time their parents and teachers put into them and unfortunately, too many students don't have that parent to provide guidance so public education becomes that guiding light. Our teachers and administrators need compassionate guidance from their leaders to pass that same guidance down to students.	12/20/2017 4:44 PM
373	Equity and ability to do cost benefit analysis on existing programs. Programs like magnets do not promote equity and do not benefit those most in need.	12/20/2017 4:43 PM
374	Consider new techniques to increase interest in academics among boys.	12/20/2017 4:43 PM
375	I would like to see someone in this position who actually does walk into the schools and class rooms unannounced. For the past 6 years since relocating to Wake County from another state I am amazed at the amount of negative conduct both by the students, teachers and principals of Wake County.	12/20/2017 4:42 PM
376	Dedicated not only to student academic success but the overall wellbeing of the students who are our future, including mental and behavioral health, recognizes that developing students to be functional and independent and learn life skills are just as important as academic performance records. An advocate for special needs neuro-atypical children and accommodations and resourcing.	12/20/2017 4:42 PM
377	I would like the start times of schools to be reevaluated based on both working parent needs and age appropriate needs of students.	12/20/2017 4:41 PM

378	There are a lot of policies and regulations that are nearly adhered to due to loop holes. The bullying in the schools are horrible and on the rise even though Wake County has a zero tolerance bullying policy. Unfortunately, the loop hole is that they require a name and that is how the bullies are getting away with it. If the child doesn't know the name of the bully, then the staff does nothing about it. There are more examples but I don't want to make this too long. The next superintendent needs to be aware of these loop holes and fix them.	12/20/2017 4:41 PM
379	The new superintendent must have a front and center role as the leader of the district. I've been disappointed at the lack visible interaction of all members of the school board with the NCGA regarding the Class Size Mandate. It's almost too late for meaningful dialogue with the legislature to make a difference. The superintendent must be well versed in current ed research and be the change agent for the entire district	12/20/2017 4:40 PM
380	we need a leader who will help our students develop to successful adults not just test takers; more focus on life skills and real life decision making as well as integrity development. Students need to grow in intrinsic motivation to excel for their personal future visions.	12/20/2017 4:40 PM
381	Remember that all students are different; all teachers are different. Teachers should be allowed to teach in whatever way works and fits the needs of the students in their class. Students should be able to LEARN instead of spending 6 hours per day strategizing the best or easiest way to score a specific number on a test that is given one time, on one day instead of reflecting what the student has actually learned. Classrooms for Students with disabilities should never be viewed as "glorified daycares". Even students with the most severe of disabilities can learn.	12/20/2017 4:40 PM
382	██████████	12/20/2017 4:40 PM
383	The new superintendent should be willing to find a reasonable solution that opens the district facilities to community non-profit groups and the taxpayers who fund those facilities for access when they are not in use by the school system. The current system is full of red tape and assures that the people who paid for the construction and upkeep are not able to realize reasonable usage without arbitrary decisions and mountains of red tape.	12/20/2017 4:39 PM
384	Our principal once said that he would stay with our school as long as the superintendent stuck around. ██████████ The superintendent must be able to place a higher value on classroom teachers than on central administrators. Keep supporting and fighting for the teachers. Seek diversity in teaching staff. And find a way to secure more and more funding so we can stop hearing that NC teachers are paid less than most others in the country.	12/20/2017 4:39 PM
385	A school system needs to be able to hire, train, support and pay high quality teachers and staff. This will affect student achievement more than anything else. A superintendant of a system this large has a lot of varied interests, but keeping high quality teachers in the classroom must be a priority. This means staff development activities must be worthwhile and meaningful, assessments must be valid, and the classroom environment must be reasonable. Spending a lot of money on different assessments, technologies, and curriculum bundles can be useful, but is often little more than a distracting waste of time and money. Invest in a superintendant who values teachers and student achievement will increase.	12/20/2017 4:39 PM
386	The ability to see beyond the smoke screen presented by the principal of said high school to know it isn't being run well and morale is in the crapper for everyone: teachers, students, and admin. Help!	12/20/2017 4:38 PM
387	██████████ My kids attend two different schools and it's amazing to see how the lower schools get hammered with regulation while the priveledged schools have less accountability. Operate the lower schools like the successful schools instead of like a penitentiary. Stop with liberal agenda. Put academics first. Why don't k-2 graders know how to write their letters? There is no teaching of the actual letter formation. Are you people idiots? You have highly educated people running your schools and you all forgot to include the handwriting portion of school. What use are you? I'm sure the next Super is going to ██████████ because you idiots are looking for the wrong qualities	12/20/2017 4:38 PM
388	Diversity	12/20/2017 4:37 PM

389	The new superintendent should have a commitment to implementing better college admissions counseling. Information is minimal and often lacking or even inaccurate. Our students are missing out on opportunities for admissions to selective schools and on merit scholarships from many colleges. Almost no support is offered for the application process. Teachers are not trained in what is appropriate to discuss in letters of recommendation (like discussing the student's extracurriculars instead of their performance within the classroom.) Counselors often encourage students with high GPAs to apply to schools where their scores will never get them in. The school system needs to hire a professional college admissions consultant to create a program and education school counselors.	12/20/2017 4:37 PM
390	Please get someone that is not from this system- we need a new perspective and a fresh vision of how to look at the way things have traditionally been done and not be afraid to make changes that could improve our district. I think the size of our district is a downfall for the community- possibly consider sub-district leadership to cater to local needs, such as school closures or population needs.	12/20/2017 4:37 PM
391	We are losing the reputation and the teachers which had made Wake County Public Schools a highly sought after program by parents. Without workers wanting to raise their kids here, we won't have the economic prosperity we have enjoyed from the mid 90's. We are looking to move our kids where their education is a higher priority to the local government.	12/20/2017 4:36 PM
392	All decisions should be made with students best interest in mind and bettering our educational system!	12/20/2017 4:35 PM
393	I would like to see more women in these critical positions that affect our children. The new superintendent should be open to new ideas and be a forward, progressive leader, inspiring her community and lifting families up.	12/20/2017 4:35 PM
394	It is important we hire Principals who are committed to education the whole child. That is beyond the commitment to academics (most important) but also highly committed and supportive of excellence in extra-curricular opportunities for students.	12/20/2017 4:34 PM
395	It would be helpful for the Wake County school system to address research that shows older students would benefit from later school start times. There are also some teachers who do not seem to be teaching classes that are appropriate for their skill sets. I do not know if they normally teach different level classes but have been enlisted because they are available or if their teaching skills have diminished over time.	12/20/2017 4:34 PM
396	Consider all students as being equal. Not separating them by race or gender	12/20/2017 4:34 PM
397	Interested in someone who would like to see each individual town take more responsibility if their schools then on a county level. Someone who would split Wake county into smaller more manageable areas	12/20/2017 4:34 PM
398	I would like to see a professional that can strategize the best way to handle our county's growth while maintaining an excellent education for our youth through a strong curriculum and adequate facilities and well trained teachers. Also, one that will help endorse the new state bill that defines and screens for dyslexia. Dyslexia affects 20 percent of our student population and cannot continue to be ignored. Proper training needs to be given to teachers for screen and for being able to teach orton- gillingham methods which would benefit all students, not just those with dyslexia. Whole word reading techniques do not adequately teach our students to read by itself. Other strategies need to also be taught. If Dyslexia could adequately be addressed then our children will have much more literacy success in less time if done properly. It may seem expensive at first but more efficient results and a more literate student population end in a cost savings. This will not be accomplished by only reducing class size in K-3 for it to then balloon the remaining years. Any gains will be lost.	12/20/2017 4:34 PM
399	Willing to help the special education students and willing to improve the resources for this students in the school system.	12/20/2017 4:33 PM
400	The new superintendent is going to need a lot of skills. Our growing/over populated school system needs to have it's physical properties expanded, the budget is going to need work, as well as working with the state government for resources, the new classroom mandate will be tricky, as well as updating classroom teaching practices to reflect new information on how to best teach students. I would love for there to be more of a monetary pool for teachers to pull from so tgat they dont have to reach into their own pockets, but I know there isn't enough money to go around as it is.	12/20/2017 4:33 PM
401	Work with legislators to allow earlier calendar school start dates, and to charge impact fees. Let new housing help pay for new schools.	12/20/2017 4:32 PM

402	Someone that can take a larger scale look at economic growth, community and align the school districts/zones accordingly. This should take into account rezoning students from one city to another within Wake County. This is not cost effective nor a positive change for existing students in the smaller communities such as Holly Springs.	12/20/2017 4:32 PM
403	Has it ever been considered to divide awake county schools. It's such a large number of schools for one superintendent to manage. We have lived in Georgia where there city schools and county schools. If we could move back to Georgia we would. Wake county schools have been a huge disappointment since day one.	12/20/2017 4:29 PM
404	less focus on state testing and more on creating/fostering lifetime learners.	12/20/2017 4:29 PM
405	Emphasizes student based learning and critical thinking skills versus traditional outdated curriculums that place a heavy emphasis on standardized testing. Expands dual language immersion programs. Promotes a standardized system to facilitate parent involvement in the classroom and parent-teacher communications.	12/20/2017 4:27 PM
406	Keep up with growth. Encourage functional infrastructure before development of new homes.	12/20/2017 4:27 PM
407	Prefer a superintendent who is either from NC or educated in NC (any level, any degree) and, if not, does not come here with a better than us attitude honed by previous work [REDACTED]	12/20/2017 4:26 PM
408	I suggest that you select someone with no political agenda who has successfully managed in corporate America with demonstrated business acumen and leadership development. The successful candidate should have an untarnished reputation and should be able to communicate their mission and vision clearly and succinctly. Their mission should be student-centered and should include a common sense approach to decision making with a clear goal of improving education for all students without putting the needs of any one group or community above another.	12/20/2017 4:26 PM
409	The previous principal at [REDACTED] is my first choice	12/20/2017 4:23 PM
410	Find someone who is less condescending and more capable than current board members.	12/20/2017 4:23 PM
411	[REDACTED] would make a phenomenal superintendent.	12/20/2017 4:23 PM
412	It would mean a lot to me, as a parent, to have a superintendent that communicates directly to us and what changes are happening. I would also want a person willing to fight and risk some things to stand up for what's best for the students and teaching staff.	12/20/2017 4:20 PM
413	We need to think outside the box for the next generation of school leadership. Recruiting from the same old educational insiders and administrator cronies just leads to more of the same. The new leadership should an education outsider who is fiscally responsible for the future success of the school system	12/20/2017 4:20 PM
414	I feel all members of the school board should have or have had a student in the Wake County system. I also feel that they should have worked in a school as a classroom teacher.	12/20/2017 4:20 PM
415	There was a question about interacting with legislators. In Wake County, it seems more important to be able to effective work with the County commissioners to get the school budget approved and funded.	12/20/2017 4:19 PM
416	Willing to bump up the special needs program and help it excel - stop treating those kids as separate	12/20/2017 4:10 PM
417	As a special needs parent, it concerns me that the above survey contains nothing regarding special needs interests.	12/20/2017 4:08 PM
418	Needs a great understanding of special needs students and commitment to a better, more effective IEP program.	12/20/2017 3:52 PM
419	[REDACTED] would be an excellent choice for the new superintendent.	12/20/2017 3:03 PM

420	We need the superintendent to be a leader who values teachers as the primary investment in the success of our children in Wake County and in our Nation. The success of our Nation is dependent upon how public schools invest in teachers and educate our diverse population. Teachers should be the main stakeholder we look to for feedback on how to improve Wake County Schools. Teachers with experience and continued professional development should be well compensated for their model of excellence. The superintendent should advocate for the Wake County budget to reflect that. The majority of the budget should be spent on the main human resources to our children, teachers even if some money has to be pulled from high level administrators like the salaries of Superintendent and Principals. The superintendent's value system should reflect this order= Students, Teachers, Administration, Legislature.	12/20/2017 1:34 PM
421	The Superintendent needs to be able to make necessary changes that align with what students and teachers want and need. Goals should not be aligned strictly to numbers or appearance of the system, but they should rather focus on what will be best for the students and teachers.	12/20/2017 11:24 AM
422	Best of luck in your search for a new super. It is not an easy job but just know that MANY of us in Wake are behind you and KNOW you are looking out for our kids. Keep in mind, that you can NEVER please them all. :-) Thanks to all of you!	12/20/2017 8:07 AM
423	He or she needs to describe a plan to be able to hire more bus drivers to shorten the wait for buses after school and to shorten the length of the bus routes to and from school. No children should be on a bus for more than 30 minutes.	12/20/2017 8:07 AM
424	Appreciate a candidate who supports the whole child, not just those students who are good test takers. Need additional educational resources to help kids learn.	12/20/2017 12:19 AM
425	I would like the next superintendent to maintain and try to negotiate more funding to allow STEM learning. Most parents in Wake County are willing to pay a little more to help achieve a lot of these goals if the state legislature/board of commissioners are unwilling to help.	12/19/2017 6:20 PM
426	Someone who can manage the fact that they keep building in Wake County and the schools are already over crowded.	12/19/2017 5:34 PM
427	Don't hire [REDACTED].	12/19/2017 3:56 PM
428	Need someone who supports community schools.	12/19/2017 12:40 PM
429	Leadership skills are most important in this role. The biggest influence on a particular school is the principal, and the superintendent needs to be able to identify ineffective principals and remove them from the school system. Identifying qualified individuals to oversee fiscal responsibilities etc, is more important than the superintendent possessing those skills themselves. Excellent leadership skills is mandatory.	12/19/2017 8:52 AM
430	We need someone to make the school system a draw for businesses so they have a vested interest in advocating for us.	12/19/2017 7:51 AM
431	I'm not sure why you asking us. You'll pick who you want, with out any regard to this survey.	12/19/2017 12:50 AM
432	Wake county needs a strong leader who is an ADVOCATE for public schools and who can effectively work with the legislature to make sure programs are kept at schools and that they are funded appropriately (save our specials!) Someone who can see the value in all teachers and help Wake county increase teacher pay to the national average would be nice. Someone who sees the value in neighborhood schools and improving the oldest schools in the county to keep up with the newer ones!	12/18/2017 7:47 PM
433	Please choose someone who is really a support for our teachers and students! Someone who will treat our amazing teachers with the respect they deserve. Someone who is relatable and visible throughout the school system. Someone who will put more emphasis on a culture that puts the teachers in control of what their students need. Thoughtful assessment of students skills using observation and class work instead of endless testing. Someone who will fight to keep our support staff and special area teachers. Someone who appreciates the arts and music programs and their relationship to improved attitudes about school. Someone who is going to work with the different communities and help meet their individual needs. Most important someone who cares, shows empathy and inspires other.	12/18/2017 2:53 PM
434	Please hire someone like [REDACTED], a change agent, high excellence, and improves school culture community positively. It is important for a superintendent to drive a culture that is a safe haven for students and the community which will promote academic excellence for all. We also need a superintendent that can bridge with corporate america and drive strong business partnerships.	12/18/2017 2:16 PM

435	It is important that the new superintendent is a face that ALL students, staff and families know. By being inside of ALL schools (not just the new ones), attending professional development and becoming a member school communities. It is also important that the new superintendent understands our growing district and seeks new ways to end capped schools, reassignment and students driving passed schools they could attend to go to a different school.	12/18/2017 1:23 PM
436	The have to be able to manage this area's growth without negatively impacting current students (instability of school assignment changes/calendar changes/class size chaos)	12/18/2017 10:56 AM
437	It MUST be a career educator.	12/18/2017 7:55 AM
438	Would love to see a superintendent who is passtionate NOT about creating more great choices of schools for families to lottery into, but making ALL schools great and with the same opportunities regardless of the socioeconomic population they serve. The socioeconomic segregation that the charter schools have caused along with the unfair educational opportunities have left the neighborhood public schools struggling. Please help us get our communities back into our schools by creating an environment of optimal education and resources for all. Someone who will fight for this cause and the funding to do it will be the one to make Wake County Public Schools the top system in the nation! Thank you for asking for input!	12/18/2017 7:49 AM
439	The new superintendent needs to have a successful 12-15 year long term vision in place, specific to the needs of the vastly growing Wake County. This vision should include evidence-based data that the superintendent can use to implement a plan that will help improve student achievement while maintaining stability and proximity.	12/18/2017 7:35 AM
440	Experience with getting School Bonds passed. There will continue to be bonds as our area grows and having this knowledge is important.	12/18/2017 5:52 AM
441	Wake County is a leading example district for the rest of the state and is quite an embarrassment. Listening to parents and community members about year round needs, destroying the nonsense with the class size limitations, and getting our oldest buildings updated immediately should all be top priorities for any future Superintendent for obvious reasons. People are moving here in droves and these issues need to be solved Now. Our children are losing out because of political volleyball.	12/18/2017 12:11 AM
442	Supportor of inclusive learning for all students!	12/17/2017 11:53 PM
443	Given the particularly divisive climate we live in, it will be imperative for our new Superintendent to have the ability to build bridges, to speak to the needs of the marginalized and create a safe environment conducive to learning.	12/17/2017 11:41 PM
444	Parents/Guardians in partnership with teacher needs to be mandatory. Sign teache papers showing you went over the homework assignment(s) with your child(ten). Keep kids in same routine.	12/17/2017 9:54 PM
445	I would like a superintendent who values closing the achievement gaps in our schools. I want someone who hires principals who represent the population of their schools, and are dedicated to increasing student achievement. In addition, the superintendent is personable and is visible in WCPSS schools. It is important the the superintendent continues to value growth rather than proficiency. We need someone who can help close the achievement gaps in our schools by guiding area superintendents and principals on a plan to meet this goal. I want a superintendent who values diversity in schools and in it's employees. Especially, those schools located in the Western area that have little diversity.	12/17/2017 8:27 PM
446	Hire someone with the temerity to fire incompetent teachers and staff in schools and central office. Hire someone who stops making excuses for why things can't get done and make it happen. Stop the whining. Develop a plan and vision for the school system. Present it to staff. Get them board. If they don't get on board. Move them out.	12/17/2017 3:35 PM
447	It is of great importance that the students and staff in WCPSS come first. That means we need a risk taker who can stand up to the outside forces and the media. We need a leader who understands the heart of teaching and what is involved in the day to day workings of a classroom. Nobody should be hired for this position if they have not been in a classroom. We do not need a leader who is too far removed from the heart of it all. Our students deserve better.	12/16/2017 9:30 PM
448	A leader who advocates strongly for top remuneration for faculty along w/appropriate class size & support staff (nurses, counselors, etc.) One who strongly supports alternatives techniques/strategies/programs to law enforcement in public schools. Thank you. Peace	12/16/2017 9:01 PM

449	Want someone not afraid to go with 100% year round schools to accomidate wake county growth and help our children learn.	12/15/2017 9:28 PM
450	The superintendent must be committed to the students first and foremost. S/he must understand the high growth in the county and be committed to Stabiltiy and Consistency in school assignments. They must push to build more schools to avoid overcrowding and constant redistricting	12/15/2017 5:43 PM
451	I would like the next superintendent to value stability. Reassigning schools and eliminating grandfathering (past a year) takes a great toll on families. My family values stability and when we made a plan it was with the understanding we would be able to opt into a separate calendar option, and that siblings at the same school would be allowed to grandfather. The policy has changed abruptly which destabilizes our family. It is hard to trust a system that does not take family needs into consideration.	12/15/2017 3:32 PM
452	The ideal candidate would possess common sense; some real world private-sector experience; the ability to respect, navigate, respond to and emphasize with ideological differences; and sense of humor.	12/15/2017 6:46 AM
453	I would like the next Superintendent to work vigorously on diversity balance in our schools, to close the achievement gap, and to value the importance of the arts as a core subject, insuring that ALL schools have certified arts educators.	12/14/2017 7:01 PM
454	As a teacher in WCPSS, I would like a superintendent who values both the needs of students AND staff, and treats teachers as professionals. I also believe that effective leaders in the education field must not only focus on the numbers provided in data but the various factors that contribute to the data results. In a county as large and diverse as Wake, it is imperative that a superintendent be able to envision and implement strategies that address a wide range of student needs and be able to serve students of all racial, ethnic, religious, cultural, and socio-economic backgrounds equitably.	12/14/2017 5:35 PM
455	Not a politician.	12/14/2017 4:28 PM
456	The Superintendant should be committed to "student first" for ALL students, not just students whose parents clamor the most. Thank you.	12/14/2017 2:07 PM
457	Please consider someone with a back ground in urban school systems.	12/14/2017 12:48 PM
458	These questions focus way too much on educational jargon and bureaucracy. I want a superintendent who is really smart, learned in the traditional sense and who can serve as a role model for learning! Wake County should reinstill the values of learning languages, history, arts and philosophy as well as the harder-sciences and technology. The life principles that kids learn in school will last a lifetime, through changing technologies and changing times. BTW, I firmly support an active, diverse, vibrant Wake County school system. To save the system from the encroachments of charters, private schools, home schooling, etc., Wake should put first the joys of learning, of learning the hard stuff that's eventually the most rewarding.	12/14/2017 11:56 AM
459	I have a recommendation of a candidate for superintendent. [REDACTED]	12/14/2017 11:53 AM
460	Mandatory to select a proven superintendent with a track record of leading a successful, large district. This is not a "practice job."	12/14/2017 11:47 AM
461	It would be nice if the person is from or has lived in WCPSS for a long time, but it is most important to me that the person has been a teacher for more than 3 years.	12/14/2017 10:55 AM
462	Thank you for allowing people to give feedback. I will have a child in the system soon and am a former teacher. It will be great to see who you choose next!	12/14/2017 10:36 AM
463	MUST leave personal opinion & belief at home. Keep school & church separate. MUST support all minorities in our school system, to include the LGBTQ community. MUST do yearly Diversity training for all teachers & staff (mandatory), this includes training in regards to religious minorities and the LGBTQ community especially. .	12/14/2017 9:37 AM

464	The school system is still a planning economy Success starts with strong principals, equipped with leadership training. The schools are organized in an obsolete way, with way too many reports to the principals. Promote the best teachers to teacher leadership positions, set high standards, get rid of teachers that under-perform - and equip principals with the skills and authority to do all this. Also, stop promoting the best teachers to the best (=easiest schools). The most challenged schools/areas need the best principals and teachers, which then need to be paid on a differentiated pay scale as they take on the toughest jobs. Differentiate pay based on skills, performance and market "price" to retain the best teachers and those most at risk of being recruited to the private sector (like Chinese and STEM teachers).	12/14/2017 9:12 AM
465	Hire someone from a state with high academic achievement levels, preferably from a northern state ranked in the top five for achievement. Do not hire anyone with experience in or education from a southern state system.	12/14/2017 8:32 AM
466	The Supt needs to know how to run the school system like a business: manage the money, manage the public perception of the system, and have a working knowledge of all depts. The Supt does not need to be in the trenches knowing every jot and tittle of classroom day to day operations, but have a staff that does. The Supt's job is to lead and direct the organization. The organization's job is to fulfill the vision of the Supt. It's been backwards for so long I think the School Board has forgotten that.	12/14/2017 5:37 AM
467	Students learn best when they are in an environment that is positive, safe, and inclusive. Any candidate for superintendent should be dedicated to providing such an environment, especially for students of color, LGBTQ students, and other students that might otherwise feel marginalized or unsafe.	12/13/2017 9:03 PM
468	I believe [REDACTED] should be WCPSS new superintendent because [REDACTED] [REDACTED]	12/13/2017 9:03 PM
469	Might be a good time to try a non traditional education leader. Perhaps a CEO	12/13/2017 6:58 PM
470	[REDACTED], please!	12/13/2017 3:20 PM
471	Someone that values, respects, and protects minority students of other races, religions, and genders.	12/13/2017 3:04 PM
472	Get a leader. No [REDACTED] willing to sit on their hands and see what happens only to blame others when the inevitable failure occurs!	12/13/2017 2:32 PM
473	Someone who understands diversity includes everyone.	12/13/2017 2:14 PM
474	n/a	12/13/2017 1:54 PM
475	NA	12/13/2017 1:52 PM
476	Please look for someone who has had experience in education. Someone who has been a classroom teacher, principal and administrator will instill confidence not only in the people they are trying to lead, but in parents and the community as well. They will know what it is like to "walk a mile" in the shoes of someone who works in the school system. Good luck and thank you for allowing this input.	12/13/2017 10:39 AM
477	Look from within....	12/13/2017 7:58 AM
478	Someone who stands for what's right, not what's easy or "PC". Someone who holds instructors accountable for their shortcomings. Someone INVOLVED and communicates with parents. Someone who will implement policies and procedures that benefit all, not just a select few. Someone who sees no benefit in the common core nonsense approach to education.	12/12/2017 11:15 PM
479	Creating diverse schools that work to bridge the achievement gap will define the success or failure of our community.	12/12/2017 11:14 PM
480	Thank you for the opportunity to provide this input!	12/12/2017 10:39 PM

481	A superintendent who understands that every student is impacted by the principals in our schools. I hope the new superintendent will be more involved in vetting and recommending new administrators.	12/12/2017 9:48 PM
482	if you treat this survey the way you do parent input sessions for principals then I have wasted my time filling it out..That is the biggest joke anyone ever played on parents. I know for a fact the person chosen in some cases were not the candidates recommended by the parents or area superintendents. It was done strictly for political purposes.	12/12/2017 7:18 PM
483	The superintendent needs to have greater visibility in our schools and in our community. Unity of purpose and direction is sorely needed.	12/12/2017 5:23 PM
484	Select someone that understands the negative impact selecting magnet students has on the schools that they leave behind.	12/12/2017 3:46 PM
485	As a former Wake County educator, a current parent of Wake County students, and a current education advocate, I strongly request that the new superintendent upholds integrity foremost. But beyond that, s/he inspires excellence from top-down. But as the leader of the education system, s/he knows what it's like in the trenches and understands the realities of what being in the classroom is like and focuses on the students and teachers' needs versus allowing businessmen to bully and make demands that are not in the best educational interest of who s/he is leading--our children. The superintendent must be an advocate for our families, and teachers, foremost.	12/12/2017 3:36 PM
486	Someone to stand up to the NCGA and end the class size chaos. Look out for Wake County students and take care of our CHILDREN.	12/12/2017 2:47 PM
487	I'd like a superintendent that would put an end to the yearly fear monger of taking away calendar options from families that desperately need them. A superintendent that understands the necessity of family success for a student's well-being. One that will ensure my children's beloved teachers will lead successful, rewarding careers so they're motivated to stay and motivated to inspire.	12/12/2017 2:26 PM
488	Commitment to providing resources and teachers to the children who need it the most... Latino and African-American as well as emerging refugees	12/12/2017 2:04 PM
489	Get rid of common core	12/12/2017 1:25 PM
490	The top priority is to ensure the students needs are met. ie. sending kids half way across the county - especially in elementary school is not in the best interest. Being on a bus for over an hour one way needs to stop. Not beneficial to the student, parents, or bus drivers.	12/12/2017 12:18 PM
491	Listens and interacts with students	12/12/2017 11:45 AM
492	First, I want to say [REDACTED]. One thing that I have noticed while talking to people all over Wake county is that there's a fair level of distrust in the school system. I don't know if that's necessarily a function of any reality-based experiences, or just a generalized thing. But it's why I think integrity and effective communication skills are among the most critical qualities a leader can have. I'd also like a Superintendent who is willing to risk the wrath of the NCGA when it's necessary to protect his or her students. Not that we need someone confrontational, just someone who is willing to go to bat for our kids when we need it, even if it means taking a risk.	12/12/2017 11:38 AM
493	Wake County's school system is one of the best things about our community and makes me proud to live here. Teachers need more pay, more respect, and, within reason, more autonomy. We need to maintain and strengthen our commitment to all students, particularly those from under served areas. If we want our children to thrive in a diverse society we must have diverse schools.	12/12/2017 11:36 AM
494	We must find a superintendent who can advocate for our school system in all ways that will make a difference. Right now, that will look like someone who can convince the NCGA to stop actively harming our public schools in favor of charters and private schools. We need a superintendent who listens to the community and puts students first rather than lobbyists, and who can speak out against the harm done to us by political policies and actively mitigate them. A visionary who is data-driven would be impressive: someone who reads the longitudinal studies about what actually works for kids and helps them and then implements those techniques rather than more sitting, more testing, less recess, less movement, more punishment. We know what works, and now we must do it for our children. And when the NCGA fights us on it, we need a superintendent who can fight back on our behalf.	12/12/2017 10:24 AM

495	I would like a superintendent who challenges NC teacher conditions and salaries, and pushes us to a higher spot nationally in terms of rankings and teacher satisfaction. We need to make Wake County a community where teachers WANT to be because they're valued, paid fair market wages for their dedication, and are given the resources and tools they need to succeed.	12/12/2017 10:01 AM
496	Ensure the superintendent has educational experience and understands the demands of teaching.	12/12/2017 9:53 AM
497	I certainly hope that you'll consider folks with experience in WCPSS leadership. Bringing someone from outside would mean a long learning curve for the system. I'd love to see someone who already knows the system take their leadership to the next level.	12/12/2017 9:50 AM
498	Wake county's superintendent will need to work closely with NC State University (and others in the surrounding area) as the College of Education feeds into the available teacher pool. It is essential that the superintendent has intentions of not only sustaining the relationship but also in growing and widening that relationship. Seeking input of best practices from experts down the road rather than from those outside of the state (as has been done in the past) makes the whole community stronger.	12/12/2017 9:30 AM
499	Are you as a Board asking the staff similar questions? I would think you would want to know what teachers, principals and even bus drivers think. Please don't rush the process, select wisely, the children matter most.	12/12/2017 7:57 AM
500	We need a superintendent who will successfully advocate to secure adequate funding for our schools so that the K-3 class size rule can be achieved without losing specials or having upwards of 35 students per class in higher grades.	12/12/2017 7:35 AM
501	Let's focus on what's best for ALL students, not just the squeaky wheels and the protected class. Chronic under performance starts in the home. The schools can fix everything. Hold parents accountable.	12/12/2017 7:14 AM
502	 Thank you for your attention.	12/12/2017 2:43 AM
503	An effective partnership with legislature is key	12/11/2017 11:56 PM
504	We need a Superintendent who will communicate with and unify our large, diverse system, and who is committed to finding balance between the needs of the system itself, and the needs of the individuals who make up the system.	12/11/2017 11:44 PM
505	The vision for the school system needs to remember all students. Lately, all efforts and messages and goals coming from district leadership focus on closing the achievement gap. While incredibly important, it appears that the district doesn't want to focus on all of its students, perpetuating loss of market share. Good public schools should be there for the entire community, not there as a last resort.	12/11/2017 11:16 PM
506	Our superintendent must be someone that can guide and motivate staff. Staff are the purveyors of our student's education. Make tough decisions for the good of our students.	12/11/2017 9:58 PM
507	A clear strategic vision is necessary to accommodate the growth of the area while reducing the impact to existing schools and classrooms.	12/11/2017 8:49 PM
508	Someone who could be the face of wake county schools would be awesome. This person should represent the progress and excitement wcpss embodies as we move forwards. Additionally, they should be active members of the community.	12/11/2017 8:32 PM
509	We need someone who can work to secure funding and resources from the state.	12/11/2017 8:25 PM
510	Hoping for a diverse-background candidate pool.	12/11/2017 8:24 PM
511	We need an advocate for education that will be able to speak with legislators effectively.	12/11/2017 8:08 PM
512	The next superintendent should not be a patsy for the school board. Hopefully we will hear actual words and ideas directly from this person.	12/11/2017 7:38 PM
513	Please choose someone who is dynamic, visionary, and innovative; someone who brings new ideas; and someone who values diversity and inclusion.	12/11/2017 7:26 PM

514	<p>First off, Being a student [REDACTED]</p> <p>[REDACTED] ! You prioritize your students as an income and not as a student, The lunch will end up giving me a heart attack in 5 years minimum. FVHS HAS NO HEAT! IT'S 15 DEGREES OUTSIDE AND YOU DON'T TURN ON THE HEAT? WHAT IS WRONG WITH Y'ALL?</p>	12/11/2017 7:12 PM
515	<p>So let's cut the [REDACTED]. Right now your school coperation sucks [REDACTED]. I walk in and not even to my surprise anymore its as cold as it is outside. The heat doesn't even [REDACTED] work. PLEASE FIX YOUR [REDACTED] DUMB [REDACTED]. P.S my names [REDACTED] and i go to middle creek high school GO STEEDS</p>	12/11/2017 7:11 PM
516	<p>Our teachers are seeing pay raises, COLA increases and other benefits such as free healthcare and pension for life. Yet they still complain more than any other employee in the state. Why?</p>	12/11/2017 6:31 PM
517	<p>Make special education a priority.</p>	12/11/2017 5:21 PM
518	<p>MUST be able to take a stand against legislators when necessary.</p>	12/11/2017 5:00 PM
519	<p>[REDACTED] Nothing changes. Budget cuts on online education is extremely backwards for education and needs to be reconsidered I have not had a good time with this school system. As a student and aspiring educator I believe the county has destroyed any semblance of good education. [REDACTED]</p>	12/11/2017 3:38 PM
520	<p>I'd like a superintendent that can help remove the move to smaller class sizes K-3. We need to keep our arts and music classes. They should not be moved into the primary classroom. This is a real problem.</p>	12/11/2017 2:22 PM
521	<p>[REDACTED] We need a leader that will make decisions with the future in mind not just the next 1-3 years. Leadership also needs to hold people accountable for bad decisions. [REDACTED] (including the school board) [REDACTED].</p>	12/11/2017 1:30 PM
522	<p>As a teacher in WCPSS, I would like to see someone who will continue [REDACTED] strategic plan and vision2020. We are on a great path and teachers, admin, students, and parents understand current expectations. Too much change could cause confusion and make teachers overwhelmed or disgruntled with too many changes.</p>	12/11/2017 12:23 PM
523	<p>New Super must be able to listen to the teachers and work to provide them the things needed to do their job, but not handicap them.</p>	12/11/2017 12:11 PM
524	<p>I would like to see someone with a proven track record when it comes to supporting students with disabilities and their teachers.</p>	12/11/2017 9:50 AM